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*United States Marine Corps  
Command and Staff College  
Marine Corps University  
2076 South Street  
Marine Corps Combat Development Command  
Quantico, VA 22134-5068*

**MASTER OF MILITARY STUDIES**

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**TITLE:**

**AN ANALYSIS OF OPINION OF THE IMPACT OF DON'T ASK DON'T TELL, ITS REPEAL, AND THE PROPOSED PLAN TO IMPLEMENT THE REPEAL**

SUBMITTED IN PARTIAL FULFILLMENT  
OF THE REQUIREMENTS FOR THE DEGREE OF  
**MASTER OF MILITARY STUDIES**

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Date: 6 May 2011

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Date: 6 May 2011

## EXECUTIVE SUMMARY

Title: AN ANALYSIS OF OPINION OF THE IMPACT OF DON'T ASK DON'T TELL, ITS REPEAL, AND THE PROPOSED PLAN TO IMPLEMENT THE REPEAL

**Author:** Major Darrel Choat, United States Marine Corps

**Thesis:** The DADT law has created an “anti-intellectual” climate surrounding the issues of sexuality and military service. This has contributed to a lack of understanding of DADT’s compromise of military values such as justice and integrity as well as a lack of understanding of the illusory nature of DADT’s purported benefits to unit cohesion and mission accomplishment.

**Discussion:** In 1993, the provision that became 10 United States Code §654, commonly known as “Don’t Ask, Don’t Tell” (DADT) contained a legislative finding that asserted “persons who demonstrate a propensity or intent to engage in homosexual acts creates an unacceptable risk to morale, good order and discipline, and unit cohesion.” This finding was included even though no scientific study or empirical evidence was presented during extensive hearings to establish its validity. Moreover, multiple studies, such as the 1957 Crittenden report, 1993 RAND Study, two PERSEREC<sup>1</sup> studies, two GAO<sup>2</sup> studies, the experience of NATO allies, and the experience of police and fire departments provided contrary evidence, but were specifically not considered by Senate Armed Services Committee Chairman Sam Nunn. This action made a harmful prejudice an accepted component of U.S. military culture. By providing false legitimacy to strongly held fears and prejudices, a stasis of thought regarding sexuality and the service of homosexuals continues to defy fact and experience within the U.S. Armed Forces. As DOD implements a Congressionally approved DADT repeal, this stasis and a limited appreciation of DADT’s burden on military values and a minority of gay and straight service members could complicate a transition to a more open and just service as well as inhibit the full embrace of the values of honesty and integrity that the American people expect from their Armed Forces.

**Conclusion:** Gay service member’s view of DADT and its repeal contrast sharply to that of service members generally and of Marines in particular. Gay service members overwhelmingly believe DADT compromises their integrity and civil rights while providing no attendant benefits to the all-volunteer force. Gay service members also believe the DADT repeal will have a decidedly positive impact on all factors considered by this study while Marine respondents in particular predict a neutral to negative impact. Non-Marine respondents believe repeal will have a neutral to slightly positive impact on these same factors. The difference in perspectives between the three populations surveyed in this study, and in particular that of Marine respondents, can be partially explained by the low awareness of gay service members among Marines and statements of senior Marines that predict seriously negative consequences of open service of homosexuals.

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<sup>1</sup> Theodore R. Sarbin and Kenneth E. Karols, *Non-Conforming Sexual Orientations and Military Suitability*, Defense Personnel Security Research and Education Center, PERS-TR-89-002, December 1988 and Theodore R. Sarbin, Homosexuality and Personnel Security, Defense Personnel Security Research and Education Center, October, 1991.

<sup>2</sup> General Accounting Office, *Defense Force Management: Statistics Related to DOD’s Policy on Homosexuality*, GAO/NSIAD-92-98S, June, 1992 and *Homosexuals in the Military: Policies and Practices of Foreign Countries*, GAO/NSIAD-93-215, June 1993.

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*Table of Contents*

	Page
EXECUTIVE SUMMARY .....	i
DISCLAIMER .....	ii
ACKNOWLEDGEMENTS .....	iii
TABLE OF CONTENTS .....	iv
LIST OF TABLES .....	vi
LIST OF GRAPHS .....	viii
PREFACE .....	ix
2010 LEGISLATIVE ACTION AND CURRENT STATUS OF DADT .....	1
2010, A Year of Review and Action .....	1
Thesis .....	3
Roadmap .....	4
Limitations .....	4
A SHORT HISTORY OF SEXUALITY AND THE ARMED FORCES .....	5
Survey Structure .....	11
Surveyed Populations .....	12
OPINION REGARDING EFFECT OF DADT .....	13
IMPACT OF DADT REPEAL .....	17
MORAL CONFLICT .....	21
ANALYSIS OF DIFFERENCES .....	23
Marine vs. Non-Marine .....	23
Male vs. Female Marines .....	25
Combat Arms Marines vs. All “Other” Marines .....	25
Male Combat Arms Marines vs. Male non-Combat Arms Marines .....	26
Opposition to Open Service of Homosexuals Explained .....	27
CONCLUSIONS AND RECOMMENDATIONS .....	27
APPENDIX A: (Blank Survey) .....	34
APPENDIX B: (SURVEY QUESTION EXPLANATION AND RATIONALE) .....	35

APPENDIX C: (SURVEYED POPULATION DESCRIPTIONS) .....	38
APPENDIX D: (DETAILED DEMOGRAPHICS OF SURVEY POPULATIONS) .....	39
APPENDIX E: (REQUEST TO PARTICIPATE – CSC) .....	41
APPENDIX F: (REQUEST TO PARTICIPATE – EWS) .....	42
APPENDIX G: (REQUEST TO PARTICIPATE – OPEN REQUEST) .....	43
APPENDIX H: SUPPORTING TABLES .....	45
APPENDIX I: (COMPLETE RESULTS: ALL MARINE RESPONDENT GROUP) .....	56
APPENDIX J: (COMPLETE RESULTS: NON-MARINE RESPONDENT GROUP).....	57
APPENDIX K: (COMPLETE RESULTS: ALL GAY SERVICE MEMBERS) .....	58
APPENDIX L: IMPLEMENTATION RECOMMENDATIONS .....	59
APPENDIX M: MECEP vs MIDSHIPMEN RESULTS .....	69
APPENDIX N: CIVILIAN CONTROL OF THE MILITARY .....	74
APPENDIX O: AREAS FOR ADDITIONAL STUDY .....	76
ENDNOTES .....	78
BIBLIOGRAPHY .....	82

## *List of Tables* (Appendix H)

Page

Table 2.1. In my opinion...open homosexuality is incompatible with military service .....	44
Table 2.2. In my opinion, the Don't Ask, Don't Tell Law: ... ..... (impact on unit cohesion & mission accomplishment)	44
Table 2.3. What was DADT's effect on the following: .....	45
Table 2.4. How much do you agree or disagree with the following statements? DADT .....	46
Table 3.1. What effect do you think the DADT repeal will have on the following: .....	47
Table 3.2. How much do you agree or disagree with the following? The repeal of DADT .....	48
Table 3.3. How much do you agree or disagree with the following? The UCMJ .....	49
Table 4.1. Have you served with a U.S. service member that you knew to be homosexual?.....	49
Table 4.2. How much do you agree or disagree with the following? (Duty vs. Justice) .....	50
Table 5.1. In My Opinion...open homosexuality is incompatible with military service..... (All Marine, non-Marine, All Gay)	51
Table 5.2. Have you served with a U.S. service member that you knew to be homosexual?..... (All Marine, non-Marine, All Gay)	51
Table 5.3. Do you know civilians who are homosexual?..... (All Marine, non-Marine, All Gay)	51
Table 5.4. Have you served with a U.S. service member that you knew to be homosexual?..... (Marine served w/ known homosexual; vs. never served w/ known homosexual)	52
Table 5.5. In My Opinion...open homosexuality is incompatible with military service..... (Male Marines vs. Female Marines)	52
Table 5.6. Have you served with a U.S. service member that you knew to be homosexual?..... (Male Marines vs. Female Marines)	53
Table 5.7. In My Opinion...open homosexuality is incompatible with military service..... (Combat Arms Marines vs. "Other" Marines)	53

Table 5.8. Have you served with a U.S. service member that you knew to be homosexual?..... 54  
(Combat Arms Marines vs. "Other" Marines)

Table 5.9. In My Opinion...open homosexuality is incompatible with military service..... 54  
(Combat Arms Marines vs. "Other" Male Marines)

Table 5.10. Have you served with a U.S. service member that you knew to be homosexual?..... 54  
(Combat Arms Marines vs. "Other" Male Marines)

Table 5.12. I believe open homosexuality is incompatible with military service because? ..... 44  
(All Marine, non-Marine, All Gay)

*List of Tables*  
(Appendix L)

Table 6.1. In my opinion, Leadership will be critical to successful implementation..... 60

Table 6.2. In My Opinion, this is a solid foundation for an implementation plan ..... 61  
(Leadership-Professionalism-Respect)

Table 6.3 In My Opinion, this approach will address moral or religious concerns..... 62

Table 6.4. In My Opinion, NOT considering sexual orientation to be a protected class: ..... 63

Table 6.5. Prohibiting sexual orientation as a basis for berthing or billeting assignments: ..... 64

Table 6.6. No changes should be made to benefits associated with marital status ..... 65

Table 6.7. If my supervisor / commander were openly homosexual, I would: ..... 66

Table 6.8. Once the Repeal of DADT is implemented, I would: ..... 68  
(leadership of openly homosexual subordinates)

*List of Tables*  
(Appendix N)

Table 7.1. In my opinion, the Don't Ask, Don't Tell Law: (MECEP vs. Midshipmen)..... 71  
(impact on unit cohesion & mission accomplishment)

Table 7.2. In My Opinion...open homosexuality is incompatible with military service..... 72  
(MECEP vs. Midshipmen)

*Graphs*  
(Appendix N)

Graph 7.1. MECEP: In my opinion, the Don't Ask, Don't Tell Law: ..... 70

Graph 7.2. Midshipmen: In my opinion, the Don't Ask, Don't Tell Law: ..... 70

## *Preface*

The seeds of this research project were sown on August 12, 2010 when outgoing Commandant of the Marine Corps, General James Conway addressed the 2010-2011 Command and Staff College Class. In response to a question about DADT, General Conway told the assembled students that “90 to 95% of you believe DADT is working” and change to the law was not necessary. Not believing this statement to be accurate, and noting that General Conway did not poll the assembled students but rather told them what they thought, I began to consider how to determine the accurate statistic for General Conway’s statement. With that I began developing an on-line survey that could help answer this question. As the debate over the repeal in Congress moved forward and the Pentagon review of DADT was released, the survey was modified to maintain relevance. Ultimately three parts of the survey were developed: 1) Opinion regarding DADT; 2) Opinion regarding DADT’s repeal; and 3) Opinion and recommendations regarding the Pentagon’s proposed implementation plan. Survey data was collected from mid-January to mid-February 2011. Research regarding the history of homosexuality in the armed services and the development of the 1993 DADT law was conducted with the resources of the Grey Research Center, the Library of the Marine Corps and the Alexandria City Library of Alexandria, Virginia.

## **2010 Legislative Action and Current Status of DADT**

On December 22, 2010, President Barack Obama signed H.R. 2965, the “Don’t Ask, Don’t Tell” Repeal Act of 2010, creating Public Law 111-321. This law will repeal 10 United States Code §654, commonly known as Don’t Ask, Don’t Tell (DADT), 60 days after “The President transmits to the congressional defense committees a written certification signed by the President, Secretary of Defense, and Chairman of the Joint Chiefs of Staff stating” that:<sup>1</sup>

- 1) They have reviewed a report of the repeal of DADT on the impact on military readiness, military effectiveness and unit cohesion, recruiting/retention, and family readiness.
- 2) The Department of Defense has prepared the necessary policies and regulations to effect the repeal; and
- 3) The repeal of DADT is consistent with the standards of military readiness, military effectiveness, unit cohesion, and recruiting and retention of the Armed Forces.

As of March 4, 2011, the Department of Defense and the Marine Corps<sup>2</sup> are actively seeking to comply with the above by preparing training materials and directing commanders to provide DADT repeal training to all Marines and Sailors.<sup>3</sup>

## **2010, A Year of Review and Action**

Due to the impending DADT repeal, the military services are preparing to undergo a change in organizational structure that the RAND Corporation describes as analogous to the integration of African Americans into the military services. The most recent DADT repeal debate began in earnest on January 27, 2010, when President Obama indicated in his State of the Union address that he would “work with Congress and our military to finally repeal” DADT.<sup>4</sup> The 2010 debate in many ways resembled the 1993 debate that created DADT with DADT proponents predicting dire consequences to unit cohesion and mission accomplishment in the event of repeal while

repeal proponents insisted that action to fully respect the civil rights of gay Americans was long overdue.

A significant difference in the 2010 debate was readily apparent as the leading advocates of repeal included Secretary of Defense William Gates, Chairman of the Joint Chiefs of Staff Admiral Mike Mullen, and Senate Armed Services Committee Chairman Carl Levin. In 1993, while Secretary of Defense Les Aspin supported President Clinton's attempt to allow homosexuals to serve, he did so ineffectually. Secretary Aspin was ultimately sidelined by the allied opposition of Chairman of the Joint Chiefs of Staff Colin Powell and Senate Armed Services Committee Chairman Sam Nunn. Together they controlled the terms of the debate and ultimately achieved approval of legislation that removed Presidential discretion to integrate homosexuals into the armed services.

In 1993, the Clinton Administration was unprepared for Congressional Democrats to join the armed services' uniformed leadership in overwhelmingly strident opposition to the service of homosexuals. In an effort to avoid a replay of 1993, Secretary Gates executed a deliberate strategy that began with the March 2, 2010 appointment of the Honorable Jeh Charles Johnson and General Carter F. Ham to conduct a comprehensive review of issues associated with DADT's repeal. In unprecedented DOD action and in contrast to President Truman's action to desegregate the armed services, by November 30, 2010, the views of 115,052 active and reserve component service members had been collected and analyzed. The review ultimately concluded "the risk to repeal of Don't Ask, Don't Tell to overall military effectiveness is low."<sup>5</sup> This exhaustive review effort, aided by key Congressional allies, injected momentum into the repeal effort during the Congressional "lame duck" session in late 2010.

Litigation provided extra impetus for Congressional action in 2010 as two Federal appellate courts and the Central District Court of California required the government to show a heightened scrutiny standard to defend DADT rather than the “rational basis” standard that had accepted prior to 2003.<sup>3</sup> On October 12, 2010, the U.S. District Court of the Central District of California ruled the government did not demonstrate an “important governmental interest” to justify gay discharges and issued a worldwide injunction prohibiting DADT enforcement. Openly homosexual applicants were accepted at recruiting offices until this injunction was stayed on October 20, 2010.<sup>6</sup> This court action supported the Obama Administration’s argument for Congressional approval of an orderly transition to full repeal, as Congressional inaction would likely lead to forced integration of homosexuals by court order.

Although President Obama, Secretary Gates, and Admiral Mullen clearly articulated their belief that the policy was discriminatory and unjustified, significant percentages of Marines, particularly among the retired cadre, rallied behind the opposition of Army Chief of Staff General George Casey and the 34<sup>th</sup> and 35<sup>th</sup> Commandants of the Marine Corps, Generals James T. Conway and James F. Amos to seek DADT’s retention. The effect of this opposition on armed services culture, and in particular Marine Corps culture, is addressed in this paper.

**Thesis.** The DADT law has created an “anti-intellectual” climate surrounding the issues of sexuality and military service. This has contributed to a lack of understanding of DADT’s compromise of military values such as justice and integrity as well as a lack of understanding of the illusory nature of DADT’s purported benefits to unit cohesion and mission accomplishment. The “official” embrace of homophobia that DADT prompted within the armed services has

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<sup>3</sup> In its *Lawrence v. Texas* ruling in 2003, the Supreme Court overturned *Bowers v. Hardwick*, finding that criminalization of homosexual sodomy between consenting adults was unconstitutional. This subsequently prompted lower courts to require a heightened level of scrutiny in DADT cases.

granted a harmful prejudice unchallenged legitimacy in military culture. This has occurred despite longstanding experience of successful integration of homosexuals into the militaries of U.S.' allies, the successful integration of homosexuals into police and fire departments, the Central Intelligence Agency, and Federal Bureau of Investigation, the absence of any scientific or empirical studies that found that the presence of homosexuals harmed unit cohesion, and the widely understood findings of multiple studies conducted since the 1957 Crittenden Report<sup>7</sup> that concluded that homosexuals were not a threat to national security and would not harm unit cohesion. My research will show that despite the lack of evidence, unjustified fears of homosexuals permeate the Marine Corps. If not addressed, this prejudice will diminish the justice and respect that honorably serving gay Marines, Soldiers, Sailors, Airmen and Coast Guardsmen have earned. Further, these strong beliefs exist in sharp contrast to the actual experience of Marines who have served with known homosexuals and with the actual experience of gay Marines.

**Roadmap.** This paper will briefly review the history of sodomy laws and the service of homosexuals in the U.S. armed services. In order to test the thesis above, an on-line survey was developed to assess the opinion of service members regarding DADT, DADT's repeal, and opinion regarding the Pentagon's "Support Plan for Implementation."<sup>4</sup> Results of this survey are analyzed beginning on page 16, and complete copies of the survey and the complete results are provided in the appendices.

**Limitations.** This study and its accompanied survey have not been reviewed by an expert in the discipline of statistics or the profession of public opinion and survey research. No

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<sup>4</sup> On March 2, 2011, Secretary of Defense Gates directed a comprehensive review of the impact of DADT repeal be completed. He also directed that this report, entitled "Report of the Comprehensive Review of the Issues Associated with a Repeal of "Don't Ask, Don't Tell" be accompanied by a proposed implementation plan.

representation is claimed that the survey was conducted in accord with professional standards for survey research, or that the results are reflective of opinion of any group of service members beyond those completing the survey.

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*Naval tradition? Monstrous. It's nothing but rum, sodomy, religion and the lash.*  
-Winston Churchill, *Harold Nicolson Diary*<sup>8</sup>

### A Short History of Sexuality and the Armed Services

In 1916, administrative and sodomy provisions of military law were revised for the first time in 100 years to preclude military service of homosexuals for mental or physical fitness reasons.<sup>9</sup> Prior to that time, the notion of “homosexual” identity did not exist and military service of what are known today as “homosexuals” was not at issue. Sex of any type that was not “reproductive” was socially proscribed, and any exhibition of “perverted” or “unnatural” acts, such as heterosexual or homosexual sodomy, was prohibited by military law.<sup>10</sup>

The 1916 update reflected an evolution in the understanding of human sexuality. In the late 1880s, the fledgling European “sexologist” movement first included homosexuality as a “deviant” sexual practice, and by the late 1800s, “pathological models of homosexuality were standard.” In 1952, the American Psychiatric Association (APA) published its first *Diagnostic and Statistical Manual of Mental Disorders*, and included homosexuality as a mental disorder, reflecting an understanding of homosexuality as a disease, neurological defect, or mental illness. This classification was immediately considered controversial because research had not established any scientific or empirical basis for these diagnoses.<sup>11</sup>

The “mental disorder” view was officially retained by the psychiatric community until 1973, when the APA removed homosexuality from its listing of mental disorders.<sup>12</sup> In the accompanying position statement on *Homosexuality and Civil Rights*, approved by APA’s Board

of Trustees and Assembly in 1973, the APA stated that “homosexuality per se implies no impairment of judgment, stability, reliability, or general social or vocational capabilities ...” and “deplored” discrimination against homosexuals. The position statement also recommended civil rights legislation be enacted to protect homosexuals.<sup>13</sup> The APA and the American Psychological Association now consider same-sex sexual and romantic attractions, feelings, and behaviors to be normal and positive variations of human sexuality.<sup>14</sup>

The U.S. armed services approach to homosexuality in the 20<sup>th</sup> Century has, albeit with a time lag, followed the medical and psychiatric community’s evolving view of human sexuality that has lead to today’s notions of homosexuality, heterosexuality and bisexuality. As noted above, the nascent science of “sexology” led to World War I era revisions and then as the U.S. geared up for World War II in the 1940s, concerns about mental health prompted the services to seek to screen out homosexuals during the accession process by utilizing pseudoscientific stereotypes such as effeminacy and an interest in interior decorating or dancing. In 1949, the Department of Defense issued an all service regulation declaring gays and lesbians “unsuitable for military service,” banning homosexuals whether or not evidence of homosexual conduct was present. In 1950, Congress adopted the Uniform Code of Military Justice (UCMJ) which criminalizes both homosexual and heterosexual sodomy to this day.<sup>15</sup>

In the 1970s, a number of court cases challenged the homosexual exclusion policy and identified wide implementation disparities across the services. In order to achieve consistency and solidify the legality of the exclusion, the Carter Administration proposed, and the Regan Administration implemented a new policy in 1982. This DOD directive standardized treatment of homosexuals across the services, deemed homosexuals “unsuitable” for military service, declared homosexuality “incompatible with military service,” and mandated separation.

In order to provide a clear rationale for the ban, the “gay menace list” first appeared in DOD Directive 1332.14, Enlisted Administrative Separations of January 28, 1982.<sup>16</sup> Paragraph 1a of the Directive provided the “legitimate government interest” i.e. impairment of the accomplishment of military mission, to justify discrimination against homosexuals.<sup>17</sup> This language represented a shift in justification for homosexual discharges from one of physical or mental unfitness to one of negative consequences on mission accomplishment. No empirical or scientific evidence was available or cited to support it.<sup>18</sup>

The legislative findings of 10 United States Code §654 (DADT) followed the pattern of this directive to create fifteen assertions, of which 2, 14, and 15 are summarized below:<sup>19</sup>

2) There is no constitutional right to serve in the armed forces.

14) The prohibition against homosexuals is a longstanding element of military law required by unique circumstances of military service.

15) The presence of persons who demonstrate a propensity or intent to engage in homosexual acts creates an unacceptable risk to morale, good order and discipline, and unit cohesion.

In “additional views” submitted into the Congressional Record during the September 9, 1993, Senate debate of the DADT provisions, Senator Ted Kennedy rebuts the above items in particular, noting no scientific evidence or studies were presented or cited during the extensive hearings to support them specifically, or the homosexual exclusion in general. Senator Kennedy not only disagreed with the findings, but also stated the Committee chose to ignore evidence found in the 1993 RAND study, two PERSEREC<sup>5</sup> studies, two GAO<sup>6</sup> studies, the experience of

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<sup>5</sup> Theodore R. Sarbin and Kenneth E. Karols, *Non-Conforming Sexual Orientations and Military Suitability*, Defense Personnel Security Research and Education Center, PERS-TR-89-002,

NATO allies, and the experience of police and fire departments that provide evidence of the exact opposite.<sup>20</sup>

Colonel Om Prakash in an October 2009 article in *Joint Forces Quarterly*,<sup>21</sup> and Aaron Belkin in a Summer 2003 *Parameters* article<sup>22</sup> clearly state there was no empirical or scientific evidence presented or available in 1993 to support the homosexual ban. The 1993 DOD commissioned RAND Corporation study also found no evidence or studies to support the 1983 “gay menace list” and its 2011 update found no studies or empirical evidence have been completed in the interim to support the homosexual exclusion.<sup>23</sup>

In *Unfriendly Fire*, Nathaniel Frank charges that Senator Sam Nunn actively suppressed information that would have supported the open service of homosexuals. Senator Nunn withdrew an invitation sent to former Republican Senator Barry Goldwater after learning he would advocate for the service for open homosexuals and declined to include any researchers who participated in the RAND or GAO studies.<sup>24</sup> Senator Kennedy states that witnesses he suggested who would have provided views in support of open service were not included in the hearings.<sup>25</sup> Belkin cites the example of a retired Army Colonel whom Senator Nunn deleted from a witness list after learning he would provide positive examples of openly serving gay soldiers.<sup>26</sup>

Nonetheless, federal officials charged with defending DADT against Constitutional challenges rely upon the 1993 Congressional findings to argue the ban’s military necessity. Accepting the argument that military life is fundamentally different from civilian life, U.S. courts have traditionally granted the military broad latitude in “matters relating to military service,

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December 1988 and Theodore R. Sarbin, Homosexuality and Personnel Security, Defense Personnel Security Research and Education Center (PERSEREC), October, 1991.

<sup>6</sup> General Accounting Office (GAO), *Defense Force Management: Statistics Related to DOD’s Policy on Homosexuality*, GAO/NSIAD-92-98S, June 1992 and *Homosexuals in the Military: Policies and Practices of Foreign Countries*, GAO/NSIAD-93-215, June 1993.

organization, and personnel” such as the service of homosexuals. As long as a “rational basis” standard to discriminate in accession and retention policies was met by referencing the 1993 Congressional findings, the courts generally accepted the military practice.<sup>27</sup>

The legal landscape began to change in 2009 when two Federal appellate courts held that the “rational basis” standard was no longer appropriate and required the government to defend DADT under a heightened level of Constitutional scrutiny. The U.S. Court of Appeals for the First Circuit found DADT constitutional under heightened scrutiny, while the Ninth Circuit found that DADT did not “‘significantly further’ an ‘important governmental interest.’” On September 9, 2010, the Central California District Court found that the “government failed to show that DADT significantly furthers the government’s interest in military readiness or unit cohesion.”<sup>28</sup>

The DADT provision’s political significance was also demonstrated in the 2009-2010 discourse utilized by its proponents. For example, in a January 12, 2010 *Washington Times* editorial, former Marine Commandant General Carl Mundy cites no facts or evidence to support DADT other than the 1993 legislative findings.<sup>29</sup> General Mundy references support for DADT expressed by a 2009 “Open Letter to The President and Members of Congress” that was signed by over 1,160 retired general and flag officers from all U.S. armed services. Again, as *prima facie* evidence of the danger of homosexuals, this letter cites only the assertions found in DOD Directive 1332.14 and in DADT’s legislative findings.<sup>30</sup>

Retired General John M. Shalikashvili, Chairman of the Joint Chiefs of Staff from 1993-1997, in a June 19, 2009 *Washington Post* editorial rebuts this letter stating, “Not only is there no evidence to support these conclusions, but research shows conclusively that openly gay service members would not undermine military readiness.” He chides the letter’s signatories by stating “my colleagues made claims as if no new knowledge has been acquired over past decades, during

which time Israel and Britain joined more than 20 other nations to allow openly gay individuals to serve without overall problems.” Finally, General Shalikashvili warns that “for such a large group of retired senior officers to oppose the inevitable could cause the very disruptions they predict.”<sup>31</sup>

As recently as December 14, 2010, Marine Corps Commandant General James Amos also acknowledged there was no empirical basis for the claims that open homosexuals would harm unit cohesion. Despite this acknowledgement, he stood firm in his opposition. In a roundtable discussion with reporters, and

When pressed to explain exactly what a breakdown of “unit cohesion” could look like and why it would endanger Marines in combat, or the larger war effort, Amos said he was “unsure but that the significant concern of breakdown was good enough for him … I can’t explain what the expectations are. I can’t explain what they think might happen.”<sup>32</sup>

In summary, as Dr. Lawrence Korb, who served as Assistant Secretary of Defense for Manpower, Reserve Affairs, Installations, and Logistics during the Reagan Administration and who was in charge of implementing the new homosexual exclusion policy in 1982, stated in 2010 “every study done by or for the Pentagon going back to the 1957 Crittenden report … shows that allowing openly gay people to serve does not undermine military readiness. In fact, those studies prove the opposite. (emphasis included in original)”<sup>33</sup> Dr. Aaron Belkin, Associate Professor of Political Science at San Francisco State University even suggests that political and military leaders who remain unwilling to join most of the rest of NATO in allowing homosexuals to serve “should at least have the integrity to admit that current American policy is based on prejudice, not on military necessity.”<sup>34</sup>

**Survey Structure.** To explore the thesis a survey composed of three primary sections was developed. A blank copy of the survey can be found in Appendix A. A detailed description of survey questions and the rationale for inclusion can be found in Appendix B.

(1) Historical effect of DADT. This section sought a solid measure of DADT's support or opposition and explored that support or opposition and perceived impact by asking opinion of DADT's effect on 15 characteristics such as honesty, integrity, unit cohesion and mission accomplishment. Respondents were asked if they had served with a "known homosexual" to determine if a correlation existed with support or opposition to DADT and in subsequent questions, to explore whether service with a "known homosexual" caused a moral dilemma for the respondent.

(2) Effect of DADT repeal. This survey section was similar to the previous section and sought a solid measure of the support for or opposition to DADT repeal. Similarly to the previous section, subsequent questions explored the respondent's support or opposition to repeal by asking opinion of repeal's impact on 15 characteristics such as honesty, integrity, unit cohesion and mission accomplishment.

(3) Opinions and recommendations regarding the Pentagon Report's proposed implementation plan. Six key sections of the proposed implementation plan were summarized to gain the respondent's opinions and comments regarding them. Final questions sought to explore the level of discomfort or challenge that serving with an openly homosexual subordinate or superior would cause the respondent. Analysis of these results can be found in Appendix L.

**Surveyed Populations.** Four distinct populations comprise the respondents of this survey. A more detailed description of each surveyed population them can be found in Appendix C. A detailed demographic break down of these populations can be found in Appendix D.

(1) Volunteers from the Command and Staff College (CSC) student body. Appendix E contains an email that was sent to all U.S. CSC students to solicit their participation. Out of 101 Marines and 58 non-Marines (Army, Navy, Air Force and Coast Guard service members), 53 CSC students agreed to complete the survey. Of the 50 CSC students who completed the survey, 32 were Marines and 16 were non-Marines. Three volunteers did not complete the survey.

(2) Volunteers from the Expeditionary Warfare School (EWS) student body. Appendix F contains an email that was sent to all U.S. EWS students to solicit their participation. Out of 193 Marines and 27 non-Marines (Army and Air Force service members), 58 EWS students agreed to complete the survey. Of the 50 EWS students who completed the survey, 46 were Marines and four were non-Marines (Army). No Air Force students agreed to participate. Eight of the EWS volunteers did not complete the survey.

(3) Active duty Marines and service members known by the author from prior service and service members they recommended. A request to participate was sent to 192 U.S. service members (Marine, Army, Air Force, Navy and Coast Guard). The service affiliation of the 94 total respondents was: seventy-nine Marines, four Soldiers, two Airmen, three Sailors and six Coast Guardsmen. Ninety-eight recipients did not respond to the request to complete the survey. Appendix G contains the e-mail request sent to these service members.

(4) Volunteers from a private Facebook group that includes only gay active duty service members. The service affiliation of the 166 gay service members who took the survey was: 35 Marines, 34 Soldiers, 62 Airmen, 33 Sailors and 3 Coast Guardsmen. A link to the survey, a brief explanation, and request to participate was posted on this website.

The following analysis compares and contrasts the results from three respondent groups: “All-Marine,” “Non-Marine,” and “Gay Service Members.” The all-Marine results combine the

responses of all Marine respondents from surveyed populations 1, 2, and 3 above. The non-Marine results are the Army, Navy, Air Force and Coast Guard respondents from surveyed populations 1, 2, and 3 above. The all-gay results are from surveyed population 4 above.

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*How does one determine when a law is just or unjust? .... To put it in terms of St. Thomas Aquinas: An unjust law is a human law that is not rooted in eternal law and natural law. Any law that uplifts the human personality is just. Any law that degrades human personality is unjust. All segregation statutes are unjust because segregation distorts the soul and damages the personality. It gives the segregator a false sense of superiority and the segregated a false sense of inferiority.*

-Martin Luther King Jr., Letter from a Birmingham Jail<sup>35</sup>

### **Opinion Regarding Effect of DADT**

The analysis of survey results illustrates a "trichotomy" of views. Aggregated Marine responses consistently cluster at one end of the spectrum, "all gay" service member responses consistently fell at the other end of the spectrum, and "non-Marine" respondents consistently fell somewhere between.

This trichotomy is most obviously illustrated by Table 2.1, where 57.9% of Marine respondents agreed or strongly agreed that open homosexuality was incompatible with military service in contrast to 35.2% of non-Marines and 2.1% of all gay service members. The opinion distribution of the three populations in subsequent questions consistently follows this pattern.

Table 2.2 summarizes of opinion of DADT's impact on leadership traits and principles and intangible factors such as camaraderie, mission accomplishment, and war fighting capability. Table 2.2 provides a weighted average of responses for each sampled group and is used to illustrate the differing views of each.

Gay service members clearly indicated a belief that DADT was discriminatory (88.0%) and wasted resources (48.2%). The most similar response of gay service members and Marines,

16.3% and 23.6% respectively, was the percentage responding that DADT had a neutral effect on unit cohesion and mission accomplishment. Nearly twice the percentage of Marine vs. non-Marine responses indicated a belief that DADT served a valuable purpose (52.2% vs. 32.3% respectively) and protected unit cohesion and mission accomplishment (47.1% vs. 27.8% respectively).

While 27.8% of non-Marines responses indicated DADT was appropriately repealed, this outcome was over two times larger than the 13.4% of Marines who responded that DADT was appropriately repealed. Not surprisingly, 88.0% of gay service members believe DADT was appropriately repealed.

The values provided for each sampled population in Table 2.3 under "rating average," are a weighted average. For example, the weighted average of the 157 all-Marine responses to the first question: "What was DADT's effect on the moral character of military service?" was 3.29. Since "3" is equivalent to "Neutral/No effect" and "4" is equivalent to "Positive," the weighted average of Marine responses to this question was on the positive side of neutral. In other words, the average Marine response regarding DADT's effect was on the positive side of neutral for all characteristics except "honesty between service members." At a weighted average of 2.87, the collective Marine responses indicate DADT's effect on honesty was on the negative side of neutral. Marine respondents most positive ratings of DADT's effect were on combat effectiveness, unit cohesion, mission accomplishment, and war fighting capability. The weighted average of these responses was over 3.50, indicating that Marine respondents collectively believe DADT's effect on these three characteristics was more positive than neutral.

The weighted averages of non-Marine responses to DADT's impact were consistently within plus or minus 0.5 of "3," or "neutral/no effect," with one exception. The weighted

average of non-Marine responses of DADT's effect on "Honesty between service members" was 2.47. This means non-Marines as a whole rated DADT's effect on honesty just slightly more negative than neutral. The second lowest response for non-Marines was DADT's effect on "justice" at 2.61. This response indicates non-Marines as a whole rated DADT's effect on justice slightly more neutral than negative.

The weighted averages of gay service member responses illustrate a view of DADT in sharp contrast to the other surveyed populations. Gay respondents rated DADT's impact on seven of the fifteen characteristics between "very negative" and negative. Of the remaining eight characteristics, six were rated more negative than neutral. The remaining two characteristics, combat effectiveness and mission accomplishment, were rated at 2.51 and 2.46 respectively, meaning gay respondents saw DADT's effect on these characteristics just slightly more neutral than negative. The characteristics gay service members indicated were most negatively impacted by DADT were "honesty between service members" and "justice" with a weighted average of 1.53 and 1.61 respectively.

Table 2.4 again illustrates a sharp contrast between Marine respondents and gay service members. Respondents were asked to indicate how much they agreed or disagreed with six questions that suggested possible DADT impacts with a value of "1" assigned to "strongly disagree" and "4" assigned to "strongly agree."

The weighted averages of Marine responses to five of the six questions fell between "disagree" and "agree." The only question where the weighted average of Marine responses fell between disagree and strongly disagree, at 1.78, was "DADT increased workplace tension." At 2.48, the only question with which Marines barely agreed was "DADT forced some service members to compromise their integrity or gave the impression of compromised integrity."

Non-Marine responses were slightly less equivocal than Marine responses. At 2.86, or nearly an "agree", the highest weighted average non-Marine response was to the statement "DADT forced some service members to compromise their integrity or gave the impression of compromised integrity." Non-Marine respondents evenly split on whether DADT had a negative or positive effect on civil rights, and agreed more than disagreed that DADT was based on prejudice and stereotypes and compromised the chain of command.

Responses of gay service members were, of course, the most straightforward. The weighted average of the responses to five of the six questions was between agree and strongly agree and the remaining average fell between strongly disagree and disagree. The three responses with the strongest agreement were: DADT compromised integrity, compromised civil rights, and was based on prejudice and stereotypes. The one question where gay service members' responses fell between strongly disagree and disagree was "DADT was based on strong evidence that homosexuals would harm mission accomplishment."

In sum, gay service members clearly believe DADT compromises their civil rights and integrity. The simple fact of their honorable service—despite the policy—clearly demonstrates to gay service members that they do not harm mission accomplishment and that the policy is based on prejudice and stereotypes. Marines, in part because of their low awareness of gay service members among them (which is illustrated in Table 5.2), are the least likely to recognize the inherent prejudice in DADT.

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*When a subject people moves toward freedom, they are not creating a cleavage, but are revealing a cleavage which apologists of the old order sought to conceal.*  
-Martin Luther King, Jr., *Stride Toward Freedom: The Montgomery Story*<sup>36</sup>

## **Impact of DADT Repeal**

While the previous section examined opinion regarding DADT's effect, this section will examine opinion regarding DADT's repeal.<sup>7</sup> For Marine respondents, Table 3.1 shows the highest weighted averages were 2.85 and 2.79 for DADT's repeal on integrity and justice, indicating Marine respondents as whole believe the repeal would have the most neutral effect (rather than negative) effect on integrity and justice. Further analysis indicated these highest averages correlated to the greatest number of Marines that believed the repeal would have a positive effect on integrity (26.3%) and justice (19.1%) as compared to any other factor (see Appendix I). In a near mirror image to Table 2.1, Marine respondents believe the most negative impacts of repeal would be on combat effectiveness, camaraderie and unit cohesion. Further analysis again shows these averages indicate the greatest number of Marines believe repeal will have a negative effect on unit cohesion (67.1%) and the second and third greatest number of Marines believe repeal will have a negative effect on camaraderie (58.5%) and combat effectiveness (57.2%).

The weighted average of non-Marine responses regarding repeal again fell on both sides of neutral/no effect with a positive effect expected for nine of the traits and a barely negative effect predicted for six of the traits. While of a different absolute value, non-Marines predict the most positive effect would be on the same two characteristics as Marines, that of integrity and justice, with a value of 3.41 for each.

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<sup>7</sup> Responses to the questions of Table 3.1 largely paint the same picture as the questions from Table 2.1. Ten characteristics examined in Table 2.1 are repeated in Table 3.1. Marine responses were consistent with those detailed in Table 2.1 as the weighted average of all Marine responses regarding DADT's repeal fell between "2" (negative) and "3" (neutral/no effect).

Gay service members predict DADT repeal will have a positive to very positive effect on ten of the fifteen characteristics, demonstrating a slightly less enthusiastic expectation of the repeal as compared to their more strongly negative sentiment regarding DADT's actual effect. While gay service members predict the "least" positive impact of the repeal on warrior ethos, prestige, combat effectiveness, mission accomplishment, and warfighting capability, this is a logical response for service members who do not believe their presence has negatively impacted these factors. Although still a "positive" prediction with weighted averages just under 4.0, gay service members predict DADT repeal will have the least positive impact on these characteristics.

Similarly to the results of Table 2.1 above, where gay service members believed DADT had the most negative impact on the moral factors of service such as honesty and integrity. Gay service members also indicate their belief that repeal will have the greatest positive impact on moral factors. Thus, gay service members predict the repeal will have the greatest impact on integrity and justice, with weighted averages of 4.42 and 4.32 respectively. While the absolute values differ, Marine, non-Marine, and gay service members all believe the repeal's effect will be most positive on integrity and justice.

Table 3.2 indicates gay service members have the strongest commitment to their service of any respondent group. With a weighted average of 1.12, gay service members most strongly disagreed with the statement: "The repeal of DADT will prompt me to voluntarily separate from my service earlier than I had previously planned." Marine respondents showed the least commitment to continued service with a weighted average of 1.79. Consistent with previous trends, non-Marine respondents fell between the extremes.

The weighted average of gay service member's responses predominantly fell between agree and strongly agree that DADT repeal would positively impact recruiting and retention decisions, increase honor and integrity in decision making, increase integrity of professional relationships, and increase justice in recruiting, retention, and evaluation decisions. Gay service members also expect DADT repeal to create opportunities to rebuild cooperation with universities that have declined to host ROTC programs. The one exception to the positive responses was the weighted average of 1.89, indicating that gay service members strongly disagree to disagree with the statement that DADT repeal would harm cooperation with religious institutions that support service members.

Marine respondents' weighted averages of 2.55 and 2.49 indicate their collective opinion that the repeal will have an essentially neutral effect on cooperation with religious institutions and with universities that have declined to host ROTC programs. Weighted averages between 2.06 and 2.18 indicate Marines believe the repeal will have a neutral to slightly negative effect on honesty and integrity of decision making, integrity of personal relationships, justice in evaluation, recruiting and retention decisions, and integrity between service members and their chain of command.

Non-Marine weighted averages again fell between the Marine and all-gay results with one exception: Non-Marines predict that the repeal will have a more negative effect on religious cooperation than do Marines.

While the lukewarm Marine responses to DADT repeal are consistent with expectations and consistent across the survey, the responses to questions regarding the impact of DADT repeal on integrity warrants examination. Specifically, the collective disagreement of Marines with two statements: "the repeal of DADT will increase the integrity of professional

relationships between service members" and "the repeal of DADT will increase integrity between service members and their chain of command" warrants additional exploration.

If one understands that the DADT policy required homosexual service members to create the impression among co-workers that they were heterosexual, even if co-workers knew or suspected otherwise, one would, as Admiral Mullen stated, understand that honesty and integrity suffers in multiple ways. Thus, it seems counter-intuitive to assert that removal of an absolute prohibition on communication and resultant obfuscation would not have a positive impact on integrity. Marines' collective responses however, indicates their belief that not only would DADT repeal have no *positive* impact on integrity, but 67.7% either disagreed or strongly disagreed with the statement that DADT repeal would increase the integrity of personal relationships between service members (see Appendix I). Further, 61.1% either disagreed or strongly disagreed with the statement that DADT repeal would increase integrity between service members and their chain of command. Respective percentages of non-Marines who disagreed or strongly disagreed with these two statements were 44.1% and 38.3%, a respective difference of approximately 23 percentages points in both cases. Of note is not only the absolute strength of Marine disagreement, but the relative difference between Marines and non-Marines for these two statements regarding integrity.

While many explanations could be suggested to explain this absolute and relative level of disagreement only two will be suggested here: 1) A significant segment of Marine respondents are so implacably opposed to the service of open homosexuals that they reflexively refuse to acknowledge any negative effect of DADT and any corresponding benefit of repeal and 2) Marine respondents low awareness of homosexual service members serving among them leads to

a lack of awareness of the negative consequences of a policy that prevents open and honest communication.

Table 3.3 demonstrates a surprising result. Gay service members and non-Marines have greater confidence in the capability of the UCMJ to handle issues of proper personal relationships, public displays of affection, and harassment that may arise due to the repeal of DADT than do Marines. While 49.3% of Marines do not believe the UCMJ will be adequate, only 24.7% of gay service members and 29.4% of non-Marines agree with them.

In contrast, 75.4% of gay service members and 70.6% of non-Marines have confidence in the UCMJ to handle issues that may arise due to the repeal, while only 50.7% of Marines do. This seems to be an example of Marine fear of change and fear of the unknown. The higher percentages of Marines that have not served with someone they knew to be homosexual and that do not know civilians that are homosexual is again manifested as greater fear of change or of the unknown.

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*I have served with homosexuals since 1968 ... everybody in the military has, and we understand that ... No matter how I look at the issue ... we have in place a policy which forces young men and women to lie about who they are in order to defend their fellow citizens. For me personally, it comes down to integrity - theirs as individuals and ours as an institution.*

Chairman of the Joint Chiefs of Staff, Admiral Mullen, before the Senate Armed Services Committee on February 2, 2010<sup>37</sup>

### **Moral Conflict**

Admiral Mullen's above statement highlights the problematic nature of the DADT policy, that of forcing both heterosexual and homosexual service members into a moral conundrum over integrity. To explore this question, respondents were asked if they had served with a "known"

homosexual.<sup>8</sup> Respondents answering affirmatively were directed to two additional questions that explored whether they believed this knowledge created a conflict between an obligation to follow all laws and regulations and personal loyalty to a gay service member or their personal principles of justice.

Question 3.3 was designed to explore the moral dilemma that DADT created for those service members who served with someone that they "knew," as opposed to "suspected," was a homosexual. DADT did not require service members to act on suspicions, and forbade them from asking questions that would provide a definitive answer to the nature of someone's sexuality. Under DADT, proximity, camaraderie, and a variety of circumstances often lead to knowledge that prompted definitive knowledge of the homosexual orientation of a service member. A moral dilemma can arise if the service member does not act on this knowledge.

Table 4.1 indicates just over 46% of Marine respondents served with someone they knew to be homosexual. This contrasted with non-Marine respondents of whom 65% indicated they had served with a homosexual and just over 98% of gay respondents indicated they had served with a homosexual.

Of Marine respondents who served with a "known" homosexual, 30% either "disagreed" or "strongly disagreed" with the statement "Prior to the December 2010 repeal, I faithfully executed my duty to enforce DADT when confronted with knowledge of a DADT violation" (Table 4.2). Further, 41.4% of Marine respondents "agreed" or "strongly agreed" with the statement "DADT created situations where I felt I had to either compromise my sense of justice to a fellow service member or my duty to comply with the law." More gay respondents were confronted with this

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<sup>8</sup> The Report of the Comprehensive Review of the issues Associated with a Repeal of "Don't Ask, Don't Tell" released by the Department of Defense on November 30, 2010 asked only if they served with someone they "believed" to be gay or lesbian.

dilemma as 67.5% indicated they did not faithfully execute their duty to enforce DADT and 73.3% indicated DADT created situations where they believed they either had to compromise their sense of justice to another service member or comply with the law.

In combination then, between 13.9%<sup>9</sup> and 19.1%<sup>10</sup> of all Marine Respondents believed DADT placed them in an integrity compromising position. Between 27.4% and 30.4% of non-Marine respondents and between 66.2% and 71.9% of gay respondents indicated DADT placed them in an integrity compromising position. The burden of DADT was thus greater the more aware the service member was of his or her surroundings and the greater the prevalence "hidden" gay service members.

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*Men often hate each other because they fear each other; they fear each other because they don't know each other; they don't know each other because they can not communicate; they can not communicate because they are separated.*

-Martin Luther King Jr., *Stride Toward Freedom: the Montgomery Story*<sup>38</sup>

### **Analysis of Differences**

Marine vs. Non-Marine. Analysis of the survey results revealed particularly large differences between Marine and non-Marine responses to whether or not they had served with a service member they knew to be homosexual, whether or not they knew homosexual civilians, and whether or not the respondent believes open homosexuality is incompatible with military service.

Table 5.1 summarizes responses to the question of whether the service member strongly disagrees, disagrees, agrees or strongly agrees with the statement: "open homosexuality is

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<sup>9</sup> 46.2% of Marines who served with known homosexuals multiplied by 30% of whom failed to faithfully execute their duty to enforce DADT.

<sup>10</sup> 46.2% of Marines who served with known homosexuals multiplied by 41.4% of whom indicated DADT created situations where they had to compromise their sense of justice to a fellow service member or their duty to comply with the law. Remaining percentages in this paragraph were computed in the same manner.

incompatible with military service." Directness and simplicity makes this question particularly useful in exploring characteristics of respondents that are correlated to nearly 23 percentage points of greater opposition of Marine respondents to open service of homosexuals as compared to non-Marine respondents.

Table 5.2 demonstrates over a 17% difference between Marine and non-Marine respondents regarding whether they had served with a service member they knew to be homosexual. Only 46.2% of Marines reported serving with someone they knew to be homosexual while nearly 64% of non-Marines reported serving with someone they knew to be homosexual.

A significant difference also resulted when respondents were asked if they knew civilians who were homosexual (Table 5.3). Over 97% of non-Marines responded affirmatively while just over 86% of Marines responded affirmatively.

In an effort to explain the nearly 23% difference between Marine and non-Marine answers to the question "do you believe open homosexuality is incompatible with military service" (57.9% of Marines responded affirmatively while only 35.2% of non-Marines responded affirmatively), Marine response data was sorted to separate those who had never served with someone they knew to be homosexual from those who had. Table 5.4 provides these results. The change in the respondents' answers was dramatic.<sup>39</sup> Among the population of Marines who had served with a known homosexual, belief that open homosexuality was incompatible with military service dropped over 10 percentage points, to 46.3%. When separated from Marines who had served with a known homosexual, the opposition of Marines who had never served with a homosexual registered nearly 10 percentage points above the average for all Marines, at 67.5%.

In order to compare "apples to apples" the data for non-Marines was sorted to remove responses of non-Marines who had not served with someone they knew to be homosexual. The percentage who believed open-homosexuality was incompatible with military service changed only slightly when these respondents were removed. This analysis becomes increasingly difficult and suspect as the size of the data set becomes increasingly limiting as only 23 non-Marines who had served with a known homosexual were surveyed and was not pursued further.

Male vs. Female Marines. Significant differences exist between Marine and non-Marine responses to this question. A possibly explanatory factor in the demographics of the two populations is the proportion of female respondents. Female Marines comprised only 12.7% of the Marine respondents while females comprised 25% of the non-Marine respondents. Examination of the responses of only female Marines found that 36.9% believed open homosexuality was incompatible with military service (Table 5.5). Interestingly, 100% of female Marines respondents indicated they knew homosexual civilians and 80% reported serving with someone they knew to be homosexual, a higher and lower percentage as compared to male Marines respectively (Table 5.6).

Combat Arms Marines vs. All "Other" Marines. The Pentagon study and conventional wisdom holds that Marines in the combat arms Military Occupational Specialties (MOSs) are more opposed to the service of open homosexuals than are non-combat arms MOSs. To determine if a similar pattern existed, the survey data was analyzed to compare the responses of Marines who identified themselves as being in combat arms MOS and those who did not.

If conventional wisdom holds, a significantly higher percentage of combat arms Marines would respond with agreement to the question that "open homosexuality is incompatible with military service." While a difference does exist, Table 5.7 shows the percentage of combat arms

Marines that believe homosexuality is incompatible with military service differs by just under nine percentage points (8.8%) from the total Marine population. The percentage of the remaining Marine population (57.9%) does not approach the percentage of non-Marine population (35.2%) responding that open homosexuality is incompatible with military service. Table 5.8 shows a negligible difference between the percentage of combat arms and non-combat Marines who served with known homosexuals.

Male Combat Arms Marines vs. Male non-Combat Arms Marines. From the earlier comparison of female and male Marines, a 24-percentage point difference in responses to the question of whether open homosexuality is incompatible with military service resulted. A final demographic difference will be investigated to determine whether a significant culture difference exists between male combat arms Marines and male non-combat arms Marines as the Pentagon study and conventional wisdom would indicate.

To make this comparison, the survey responses of all male Marine respondents were divided between those in the combat arms and non-combat arms MOSs (Table 5.9). While a difference exists, it was less than 10 percentage points. Of all male Marine respondents, Table 5.10 shows that 66.7% of combat arms Marines believed open homosexuality is incompatible with military service while 57.6% of male non-combat arms Marines believe open homosexuality is incompatible with military service.

Earlier, by comparing the widely differing experience between Marine and non-Marine service with known homosexuals, it was postulated that service with known homosexuals was negatively correlated to belief that open homosexuality is incompatible with military service. In contrast to this trend, Table 5.10 illustrates that fewer non-combat arms Marines (37.9%) indicated they had served with a known homosexual while 46.3% of combat arms Marines had

served with a know homosexual. This would suggest that a difference in culture does exist between the combat arms and non-combat arms communities, as even though combat arms Marines have been more aware of service with homosexuals they are also more negatively disposed to their service. In the whole however, opposition to open service of homosexuals is consistent across all male Marines, regardless of MOS.

Opposition to Open Service of Homosexuals Explained. Those respondents that answered the question "open homosexuality is incompatible with military service" affirmatively were then asked to explain their opposition by selecting explanations from a list of responses. Table 5.11 indicates Marine and non-Marine respondents provided largely consistent reasons to explain their belief that open homosexuality was incompatible with military service. The most divergent responses between Marines and non-Marines occurred when Marines noted open homosexuals would degrade of unit cohesion and impede mission accomplishment nearly twice as often as did non-Marines (51.3% vs. 32.4% and 31.6% vs. 14.7% respectively). Responses of gay service members were most disparate in answering this question as 100% of gay respondents disagreed with the statement that open homosexuality was incompatible with military service.

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The softminded man always fears change.  
-Martin Luther King Jr., Strength to Love<sup>40</sup>

### **Conclusions and Recommendations**

1. Gay service members unequivocally believe DADT has had a deleterious effect on integrity and civil rights. While the outright recognition of this deleterious effect, as well as intensity of recognition varied across the surveyed populations, integrity and justice were the most recognized casualties of DADT across all surveyed populations. Although the weighted average of Marine responses indicated a collective Marine belief that DADT's effect on integrity

was neutral and that DADT did not compromise the civil rights of gay service members, nearly 30% of Marine respondents (28.6%) indicated DADT had a “negative” or “very negative” impact on integrity and nearly 37% (36.9%) of Marine respondents “agreed” or “strongly agreed” that DADT compromised gay service members civil rights.

As Senator Kennedy has noted, “even if one accepts that there is no constitutional right to serve in the military, that does not end the constitutional inquiry.”<sup>41</sup> The relevant constitutional question—which was not considered in the 1993 hearings—when considering admission of gay Americans into the armed services, is whether the government has a valid reason (a compelling military interest) to exclude them from military service. As this paper has illustrated, all studies since 1957 indicate that sexual orientation is not detrimental to military service and thus is not a rational basis for exclusion. If effective and just integration of homosexuals into the armed services is to be achieved, recognition that all studies conducted since 1957 have concluded there is no detrimental effect to the service of homosexuals in the armed forces should be included in DADT repeal implementation training. In addition to addressing the past injustice of discriminatory exclusion policies, an honest exposition would begin to reverse the impact of decades of negative stereotypes that insidiously preclude gay service members from contributing the full measure of their potential to the armed services and their country.

As DOD’s Comprehensive review found by examining transformational experiences such as the integration of African Americans and women into the armed forces, “the general lesson we take … is that in matters of personnel change within the military, predictions and surveys tend to overestimate negative consequences, and underestimate the U.S. military’s ability to adapt and incorporate within its ranks the diversity that is reflective of American society at large.”<sup>42</sup> Acknowledging this finding and the Comprehensive Review’s summary of positive experiences

of numerous allies in integrating homosexuals in repeal implementation training could help put current anxieties in perspective and facilitate expectations of success.

Homosexuals will not be effectively integrated into the armed forces, unless and until the understanding that accession, evaluation, retention, and promotion should be based on performance and not sexual orientation. In essence, that the civil rights of homosexual service members are as equally valid as are those of heterosexuals. In one of the most significant disparities between Marine respondents and gay respondents, Marines collectively disagreed with the statement "DADT compromised the civil rights of homosexual service members" while gay service members strongly agreed with this statement. If the vast majority of heterosexual service members do not believe that gay service members have an inherent right *not* to be discriminated against, it will be difficult to ensure that gay service members and issues of evaluations, promotions, and assignments will be handled with justice and impartiality.

2. DADT was an emotional or moral burden for a significant segment of heterosexual service members as well as for gay service members. Between 13.9% and 19% of Marine respondents and between 27.4% and 30.4% of non-Marine respondents indicated DADT created a "moral dilemma" for them as they were forced to chose between an obligation to comply with all laws or regulations and loyalty to a gay service member or their personal commitment to justice for all service members. Non-Marines experienced a greater moral dilemma as nearly 20% more non-Marines served with someone they "knew" to be homosexual than did Marines. In addition to the simple integrity compromising dilemma of hiding their sexuality, between 67.5% and 73.3% of gay service members also stated they experienced the moral dilemma between an obligation to comply with regulations and their own presence in the armed services.

The cost of this moral dilemma to the armed services in terms of degraded communication and honesty between service members and their chain of command and attendant harm to unit cohesion and mission accomplishment has never been measured in the U.S. armed forces. Reviews of the Australian and Canadian armed forces following their removal of bans on open homosexuals did identify positive benefits to mission accomplishment and unit cohesion when open and honest communication was allowed between gay and heterosexual service members.<sup>43</sup>

Including this positive experience of allies' armed services in DADT repeal training would facilitate the full integration of gay service members into the U.S. armed forces, create an expectation of benefits from the transition and help mitigate angst over fear of change.

3. The lower the awareness of homosexual service members, the more significant the belief that DADT protected service characteristics such as unit cohesion, mission accomplishment, combat effectiveness, and warfighting capability. Correspondingly, the lower the awareness of homosexual service members, the greater the concern that DADT's repeal would cause negative consequences on these same characteristics. In contrast, the greater the awareness of homosexuality, the less significant the belief that DADT protected things like unit cohesion and combat effectiveness and the greater the recognition that DADT had a negative impact on integrity and justice.

This correlation indicates that ignorance, fear, and associated prejudice are the foundation of opposition to open service of homosexuals. Inclusion of a brief review of the multiple studies completed by DOD, GAO and reputable civilian organizations that demonstrated there is no basis for the DADT law's findings in transition training would facilitate integration of gay service members and mitigate possible situations where prejudice or factors other than performance may be utilized in recruiting, retention and performance evaluation decisions.

Augmenting repeal training with an honest discussion of the positive scientific evidence regarding homosexual service in the armed forces, positive findings regarding homosexuals and security clearances, our allies positive experiences in integrating homosexuals, the positive experience of the Central Intelligence Agency and Federal Bureau of Investigation in integrating gay agents, as well as the positive experiences of police and fire departments in integrating gay members would again, as in recommendation #2 above, create an expectation of success and positive benefits of DADT repeal. A positive approach would more convincingly demonstrate the commitment of DOD's most senior military leadership to a successful repeal process and maximize the benefit to the armed services of an environment of increased honesty and integrity.

4. Marine respondents see more benefit in DADT and are far more opposed to its repeal than other service members. While the survey did not directly explore this correlation, Marine opposition and rationale closely follows that of three of the most senior and most respected leaders in the United States Marine Corps today, General Peter Pace, General James Conway, and General James Amos.<sup>44</sup> In his testimony before the Senate Armed Services Committee on December 3, 2010, General Amos cited from DOD's Comprehensive Review the most alarming statistics provided by combat arms Marines who were not deployed and did not relate the more positive results provided by Marines who actually served with a leader whom they believed to be gay nor the significantly less alarming results from deployed combat arms Marines.<sup>45</sup> Despite citing no empirical evidence or studies, nor even anecdotal evidence that the presence of openly gay service members has harmed mission accomplishment or unit cohesion, he recommended that DADT not be repealed.

In contrast, Chairman of the Joint Chiefs of Staff Admiral Mike Mullen has clearly stated that DADT compromises the integrity and values of the Department of Defense. Chief of Naval

Operations Admiral Gary Roughead has debunked fears of repeal stating “76 percent of sailors believe the impact on these force characteristics [effectiveness, readiness, unit cohesion and morale] will be neutral or positive.” He has clearly stated “I recommend repeal of 10 U.S. Code 654. I have the ultimate confidence in the men and women of the United States Navy and in their character, in their discipline, and in their decency. Navy leaders will continue to set a positive tone, create an inclusive and respected work environment...”<sup>46</sup>

It is only possible to speculate whether a positive message from General Pace, General Conway and General Amos as exemplified by Admiral Mullen and Admiral Roughead would have had a mitigating impact on the negative opinions of gay service members demonstrated by Marine Corps’ rank and file. The danger in their approach however, is highlighted by former Chairman of the Joint Chiefs of Staff, General John M. Shalikashvili as well as Dr. Tammy Schultz of the U.S. Marine War College, who have warned that this type of opposition could become a self-fulfilling prophecy, complicating implementation, and compromising the respect for and dignity of honorably serving gay service members.

An active approach by Marine Corps leaders will be required to overcome the cultural bias against gay service members related above and execute the Congress’ and President’s intent to create a more just armed service culture that more fully respects the contributions of all service members, regardless of sexual orientation. As has been noted in each previous conclusion and recommendation, ample evidence exists for all leaders to utilize in an active approach to disassemble the legacy of ignorance that grew unchallenged during 17 years of DADT.

To ensure the Marine Corps will “step out smartly”<sup>47</sup> as General Amos has directed, implementation training should not only relate the positive experiences of allied militaries and federal agencies in integrating gay service members as recommended above, but should

emphasize that all Marines are worthy of respect, and that the dignity and civil rights of all Marines will be respected, *regardless of sexual orientation*. Recognizing and utilizing the honorable examples of gay Marines such as Staff Sergeant Eric Alva, the first casualty of Operation Iraqi Freedom whose combat injury required the amputation of his right leg, could alleviate fear and ensure honorably serving gay Marines are accorded the respect due to any combat veteran.

5. The comments of WWII military leaders such as Admiral Nimitz, General Hap Arnold and General Holcomb discussed on page 52 are particularly instructive to today's military personnel. This example illustrates an important lesson of U.S. history, which demonstrates that the rights and privileges of the U.S. Constitution will be more fully applied to increasing segments of the U.S. population over time. Today's military leaders, at all ranks, would do well to recognize this lesson, lest future generations cringe at the ignorance and prejudice on display in 2011, as today's military personnel cringe at that on display in 1941.

**APPENDIX A**

**BLANK ONLINE SURVEY**

# DADT LEADERSHIP SURVEY - Final

## 1. INTRODUCTION

This survey was developed to explore attitudes of service members regarding homosexuality and military service and the December repeal of the Don't Ask, Don't Tell law. It does not represent the views of the United States Marine Corps or Marine Corps University. Responses will remain confidential and will be utilized to complete the requirements of a Masters Degree in the Command and Staff College of the Marine Corps University.

The following questions solicit your opinions about the effects of the Don't Ask Don't Tell (DADT) law, effects of the repeal, and implementation of the repeal. The survey provides multiple opportunities to amplify responses and provide comments or recommendations for implementation.

The structure of this electronic survey requires that all questions, except for the final question, be answered. Some questions allow multiple responses.

Thank you for your assistance in taking this survey. If you have questions or would like to relay comments or concerns about this survey, you can contact the survey administrator at choatdl@yahoo.com.

Enlisted Oath.

"I, (name), do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; and that I will obey the orders of the President of the United States and the orders of the officers appointed over me, according to regulations and the Uniform Code of Military Justice. So help me God."

Officer's Oath.

"I, [name], do solemnly swear (or affirm) that I will support and defend the Constitution of the United States against all enemies, foreign and domestic; that I will bear true faith and allegiance to the same; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties of the office on which I am about to enter. So help me God."

### \* 1. What is your gender?

Male

Female

# DADT LEADERSHIP SURVEY - Final

## \* 2. What is your rank?

- O1-O2
- O3
- O4
- O5
- O6 or higher
- E1-E3
- E4-E5
- E6-E7
- E8-E9
- CWO-CWO2
- CWO3-CWO4
- CWO5
- Other

## \* 3. What is your duty status?

- Active Duty
- Reservist
- Retired
- Discharged/Separated
- Other
- Civilian

# DADT LEADERSHIP SURVEY - Final

## \* 4. What is your age?

- 18-24
- 25-31
- 32-38
- 39-45
- 46-52
- 53-59
- 60 or older

## \* 5. What is your service component?

- USMC
- US Army
- US Air Force
- US Navy
- US Coast Guard
- US Civilian
- Non-US Military or Civilian
- Other

## \* 6. What is your military occupational specialty (MOS) area?

- Combat Arms
- Combat Service Support
- Air
- Other
- Not Applicable

# DADT LEADERSHIP SURVEY - Final

## 2. Historical effect of DADT

### \* 1. In my opinion, the Don't Ask Don't Tell (DADT) law:

(Check all that apply.)

- Served a valuable purpose and should have been retained
- Protected unit cohesion and furthered mission accomplishment
- Neither supported nor harmed unit cohesion and mission accomplishment
- Wasted resources and was appropriately repealed
- Was discriminatory and was appropriately repealed

### \* 2. What was DADT's effect on the following:

	Very Negative	Negative	Neutral/No effect	Positive	Very Positive
The moral character of military service	<input type="radio"/>				
The warrior ethos of military service	<input type="radio"/>				
Trust between service members	<input type="radio"/>				
Honesty between service members	<input type="radio"/>				
Integrity of the Chain of Command	<input type="radio"/>				
Combat effectiveness	<input type="radio"/>				
Loyalty to the Marine Corps (or Service)	<input type="radio"/>				
Communication between service members	<input type="radio"/>				
Loyalty to peers and subordinates	<input type="radio"/>				
Camaraderie	<input type="radio"/>				
Unit cohesion	<input type="radio"/>				
Mission Accomplishment	<input type="radio"/>				
Recruiting and retention	<input type="radio"/>				
Justice	<input type="radio"/>				
Warfighting capability of U.S. forces	<input type="radio"/>				

# DADT LEADERSHIP SURVEY - Final

## \* 3. How much do you agree or disagree with the following statements?

	Strongly Disagree	Disagree	Agree	Strongly Agree	N/A
DADT forced some service members to compromise their integrity or gave the impression of compromised integrity.	<input type="radio"/>				
DADT compromised the civil rights of homosexual service members.	<input type="radio"/>				
DADT was based on solid evidence that open homosexuals would harm mission accomplishment.	<input type="radio"/>				
DADT increased work place tension.	<input type="radio"/>				
DADT was based on prejudice and stereotypes.	<input type="radio"/>				
DADT contributed to harmful suspicions or negative perceptions of some service members.	<input type="radio"/>				
DADT compromised the chain of command when homosexuality appeared to be selectively overlooked or investigated.	<input type="radio"/>				

# DADT LEADERSHIP SURVEY - Final

## 3. The Pentagon Report

The Pentagon Report of the Comprehensive Review of the Issues Associated with a Repeal of "Don't Ask, Don't Tell" (hereafter referred to as the "Pentagon Report") examined and compared polls that were conducted by major national polling and news organizations in early 1990s and in 2010. The polls examined the American public's attitudes about homosexuality and military service and their results as summarized by the Pentagon Report are the subject of the next two questions.

**\* 1. Poll results examined by the Pentagon Report found that in the early 1990s, approximately 50-65% of Americans supported allowing gay men and lesbians to serve in the military. Further, these polls showed approximately 40% of Americans supported allowing gay men and lesbians to serve openly.**

Strongly Agree      Agree      Disagree      Strongly Disagree      N/A

These polls suggest that the DADT law appropriately reflected the public's sentiment toward the service of gay men and lesbians in 1993.

Please Comment (not required)

**\* 2. Recent survey results examined by the Pentagon Report found that over 70% of Americans support allowing gay men and lesbians to serve in the military. Further, these polls report 60-75% of Americans support allowing gay men and lesbians to serve openly.**

Strongly Disagree      Disagree      Agree      Strongly Agree      N/A

These poll results suggest that 2011 is an appropriate year to implement a repeal of the DADT law.

Please Comment (not required)

**\* 3. Have you served with a U.S. service member that you knew to be homosexual?**

- Yes  
 No

# DADT LEADERSHIP SURVEY - Final

## 4. Served with/serving with Homosexuals

### \* 1. How much do you disagree or agree with the following?

	Strongly Disagree	Disagree	Agree	Strongly Agree	N/A
Prior to the December 2010 repeal, I faithfully executed my duty to enforce DADT when confronted with knowledge of a DADT violation.	<input type="radio"/>				
DADT created situations where I felt I had to either compromise my sense of justice to a fellow service member or my duty to comply with the law.	<input type="radio"/>				

### \* 2. If you served with a known homosexual did you:

(Check all that apply.)

- Report your knowledge to your chain of command
- Initiate an investigation of the service member
- Take action to ensure the service member was not harmed or discriminated against
- Seek to have the service member removed from your unit
- Seek to be transferred to another unit
- Counsel the service member to alter his/her conduct to prevent additional members of the command from learning of his/her sexual orientation
- Other -or- Please provide comments or an explanation of your answer. (Not required.)

# DADT LEADERSHIP SURVEY - Final

## 5. Effect of DADT Repeal

### \* 1. What effect do you think the DADT repeal will have on the following:

	Very Negative	Negative	Neutral/No effect	Positive	Very Positive
The moral character of military service	<input type="radio"/>				
The warrior ethos of military service	<input type="radio"/>				
The prestige of military service	<input type="radio"/>				
The honor of military service	<input type="radio"/>				
The Integrity of service members	<input type="radio"/>				
Combat effectiveness	<input type="radio"/>				
Loyalty to the Marine Corps (or Service)	<input type="radio"/>				
Service members' ability to focus on their primary mission	<input type="radio"/>				
Loyalty to peers and subordinates	<input type="radio"/>				
Camaraderie	<input type="radio"/>				
Unit cohesion	<input type="radio"/>				
Mission accomplishment	<input type="radio"/>				
Recruiting and retention	<input type="radio"/>				
Justice	<input type="radio"/>				
War fighting capability of U.S. forces	<input type="radio"/>				

# DADT LEADERSHIP SURVEY - Final

\* 2. How much do you disagree or agree with the following statements related to the repeal of DADT?

The repeal of DADT will...

	Strongly Disagree	Disagree	Agree	Strongly Agree	N/A
Prompt me to voluntarily separate from my service earlier than I had previously planned.	<input type="radio"/>				
Allow recruiting and retention decisions to be based on qualifications, conduct, and performance to a greater degree.	<input type="radio"/>				
Enhance the honor of military service by increasing the honesty and integrity of military decision making.	<input type="radio"/>				
Harm cooperation with religious institutions that provide chaplains to support service members.	<input type="radio"/>				
Provide opportunities to renew cooperation and build public support for the Armed Services, for example, among academic communities that barred ROTC units.	<input type="radio"/>				
Increase the integrity of professional relationships between service members.	<input type="radio"/>				
Increase respect for military service by enhancing the perception of justice in evaluation, recruiting, and retention decisions.	<input type="radio"/>				
Increase integrity between service members and their chain of command.	<input type="radio"/>				

\* 3. How much do you disagree or agree with the following:

	Strongly Disagree	Disagree	Agree	Strongly Agree
The UCMJ provides the Chain of Command the necessary tools to address issues of proper personal relationships, public displays of affection, and harassment that may arise due to the repeal of DADT.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please comment. (Not required)

\* 4. Do you know civilians who are homosexual?

- Yes
- No

## DADT LEADERSHIP SURVEY - Final

**6. Return to Main**

**\* 1. How much do you disagree or agree with the following:**

In my opinion and irrespective of the repeal of the DADT law, open homosexuality is incompatible with military service.

**Strongly Disagree**

**Disagree**

Agree

**Strongly Agree**

# DADT LEADERSHIP SURVEY - Final

## 7. Homosexuality/Incompatible

\* 1. I believe open homosexuality is incompatible with military service because:  
(Check all that apply.)

- Of my moral or religious beliefs
- Homosexuals are untrustworthy
- Homosexuals are physically weak and unable to support/defend fellow service members in combat
- Homosexuals are anathema to the warrior ethos
- Open homosexuals will degrade unit cohesion
- Open homosexuals will impede mission accomplishment
- I do not believe homosexuality is incompatible with military service.
- Other (please comment)

# DADT LEADERSHIP SURVEY - Final

## 8. Implementation of the repeal of DADT

When the Secretary of Defense directed that a working group conduct a comprehensive review of the issues associated with the repeal of DADT, he also directed that a document entitled "Support Plan for Implementation" be drafted. This document provides a plan of action to support the implementation of the repeal of DADT. The next six of the final nine questions refer to that Support Plan.

- \* 1. The Support Plan for Implementation repeatedly states that the "most critical predictor of successful implementation" of the repeal of DADT will be effective leadership at all levels of the chain of command.**

Strongly Disagree      Disagree      Agree      Strongly Agree

In my opinion, leadership will be critical to successful implementation.

Please provide comments or an explanation of your answer. (Not required.)

- \* 2. The Support Plan for Implementation recommends that the key message of implementation of the DADT repeal be "Leadership-Professionalism-Respect." More specifically: 1) "Leadership matters most." Leaders at all levels will set the example and demonstrate full commitment to DOD policy. 2) "Focus on professionalism." Service members will be expected to execute their professional obligations and adhere to their oath to support and defend the Constitution. 3) "Promote strength through respect." All service members will be treated with respect; harassment and discrimination will not be tolerated.**

Strongly Disagree      Disagree      Agree      Strongly Agree

In my opinion, this is a solid foundation for an implementation plan.

Please provide comments or an explanation of your answer. (Not required.)

## DADT LEADERSHIP SURVEY - Final

\* 3. The Support Plan for Implementation recommends that emphasis should focus on "behaviors not attitudes." In other words, implementation "should emphasize that no service member is being asked to change his or her personal beliefs" on DADT or homosexuality but that disrespect, harassment, or discrimination will not be tolerated.

Strongly Disagree      Disagree      Agree      Strongly Agree

In my opinion, this approach will address the moral or religious concerns regarding homosexuality held by some service members.

Please provide comments or an explanation of your answer. (Not required.)

\* 4. The Support Plan for Implementation recommends that sexual orientation NOT be specified as a class eligible for a Military Equal Opportunity program complaint as are the federally protected classes of race, color, religion, sex, and national origin. Rather, implementation should emphasize that evaluations be based on "only individual merit, fitness, and capability," and that "harassment or abuse based on sexual orientation is unacceptable."

Strongly Disagree      Disagree      Agree      Strongly Agree

In my opinion, NOT considering sexual orientation to be a federally protected class is a workable approach.

Please provide comments or an explanation of your answer. (Not required.)

\* 5. The Support Plan for Implementation recommends that basing berthing or billeting assignments on sexual orientation be prohibited and that any segregation based on sexual orientation be prohibited. However, the plan also recommends that Commanders be given discretion to address privacy concerns on a case by case basis.

Strongly Disagree      Disagree      Agree      Strongly Agree

Prohibiting use of sexual orientation as a basis for berthing or billeting assignments but allowing

Commanders limited discretion is a workable approach.

Recommendations, comments, or concerns regarding this approach. (Not required.)

## DADT LEADERSHIP SURVEY - Final

\* 6. The Support Plan for Implementation recommends that a new status of "committed relationship" NOT be created at this time so NO changes are recommended to be made to marriage-related benefit eligibility. In short, due to the restrictions of marriage to heterosexual couples by federal law, any service member not in a federally recognized marriage will continue to be considered a "single" service member for benefit eligibility.

Strongly Disagree      Disagree      Agree      Strongly Agree

I agree that no changes should be made to benefits associated with marital status at this time.



Disagree

Agree

Strongly Agree



Please provide comments or an explanation of your answer. (Not required.)

\* 7. Once the repeal of DADT is implemented, and if my supervisor/commander were openly homosexual, I would:

- Seek a transfer.
- Seek to separate from my service.
- Seek advice or counseling to adapt to this situation.
- None of the above. The sexual orientation of my supervisor would not impact my career decisions or attitude.
- Welcome the opportunity to support a professional and openly homosexual supervisor/commander.
- Other (please specify)

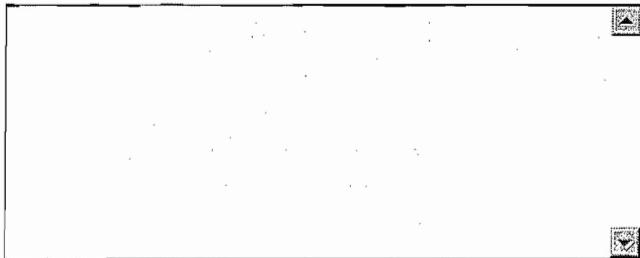
\* 8. Once the repeal of DADT is implemented:

(Check all that apply.)

- I would lead/mentor openly homosexual subordinates with difficulty.
- I would have a moral objection to leading or supervising openly homosexual subordinates.
- I would need training or support to understand how to mentor or lead openly homosexual subordinates.
- The sexual orientation of my subordinates would have no impact on my ability to lead or mentor them.
- I will welcome the opportunity to lead or mentor openly homosexual service members.
- Other (please specify)

## DADT LEADERSHIP SURVEY - Final

9. Please provide personal thoughts, suggestions, perspectives on the repeal and implementation of the repeal of DADT and homosexuals/gay people's service in the Armed Forces.



## APPENDIX B

### SURVEY QUESTION EXPLANATION AND RATIONALE

Introduction (Demographics): Self Explanatory.

#### Historical Effect of DADT

Question 2.1 sought a clear expression of the respondents opinion of DADT and by providing options that respondents at each extreme in the debate would find acceptable, create the expectation that the survey sought neither a "pro" or "anti" DADT outcome.

Question 2.2 sought to draw out service member's opinions regarding DADT's effect upon a number of items that both DADT opponents and supporters use to argue for and against the ban. To answer the question "What was the effect of DADT on the following," the respondent was given range of five choices from "very negative," "negative," "neutral/no effect," "positive," and "very positive." The Marine Corps' fourteen Leadership Traits was utilized to identify the traits of trust, integrity, justice, and loyalty that could have been impacted by the DADT law. Loyalty was split into two pieces, to the individual service member as well as to service to explore whether respondents believed DADT forced service members to choose between the two. "Moral character of the service" was used to capture sentiment used by those to describe homosexuality as immoral. Since DADT prevented homosexual members from "telling" and other service members from "asking," DADT's effect on "Honesty between service members" and "Communication between service members" was sought. Protection of camaraderie and unit cohesion are regularly used to justify the DADT law and opponents of repeal often claim that open service of homosexuals will degrade these intangible items. "Warfighting capability of U.S. forces" was included since the primary mission of the Marine Corps is to "Fight the nation's wars and win the nation's battles," and thus DADT's impact warfighting capability would seemingly be the most critical factor to consider when evaluating DADT and the effect of its repeal.

Question 2.3 asked respondents if they agreed or disagreed with a statement on a 5-point scale. The statements sought to more deeply explore the impact of DADT on integrity, justice, prejudice and civil rights. This question contains 15 statements; 10 of these are repeated in question 5.1.

#### The Pentagon Report

Questions 3.1 and 3.2 compared recent and 1993 polling data analyzed by the Pentagon Report and sought to explore the idea of using military service as a social experiment. The data would suggest that a DOD policy change to allow open service of gay service members in 1993 would have "lead" society, while recent polls suggest that the civilian sector is "leading" DOD in adaptation to and accommodation of gay members of society.

Question 3.3 asked if respondents had served with a gay service member they knew to be gay simply to measure awareness of gay service members, but also explore integrity and loyalty

issues of service members who faced this knowledge (the Pentagon Survey only asked questions regarding "suspected" homosexuals). Only those respondents who answered "yes" were taken to "Served with/Serving with Homosexuals (questions 4.1 and 4.2) which were designed to answer the question of whether internal moral conflict existed in service members who have served with honorable and competent homosexuals and thus were confronted with a decision of whether to follow regulations that would culminate in separation and possibly charges under the UCMJ or whether to place loyalty to a gay service member above the requirement to follow regulations.

#### Effect of DADT Repeal.

Question 5.1 asked respondents if they agreed or disagreed with statement on a 5-point scale. The statements sought to more deeply explore the expected impact of the repeal of DADT on integrity, justice, prejudice and civil rights. Ten of the statements are repeated from question 1.3. The five statements that varied from question 1.3 sought to explore the resonance of widely reported ideas that were stated or implied by opponents of the repeal of DADT.

Question 5.2 asks respondents to agree or disagree with eight statements that which simply represent the brainstorming effort of the author to identify possible "positive" effects of the repeal that he had not seen or heard discussed in the debate over the repeal.

Question 5.3 asks respondents if they believe the UCMJ provides the tools needed to address commonly feared or expected results of a DADT repeal. The implementation plan recommends no new remedies to address problems that could arise due to the repeal but rather emphasizes that professionalism and respect for the dignity of all guide implementation. Thus, the UCMJ would be the ultimate tool to resolve misconduct. This question seeks opinion of whether the UCMJ will be sufficient to address potential problems and misconduct.

Question 5.4 seeks the respondent's awareness of homosexuals in the civilian world with the expectation of learning if this knowledge correlates with responses from other portions of the survey.

[Return to Main](#)

Question 6.0 simply seeks to find the true and straightforward level of sentiment regarding open homosexuality in military service. The author had intended for "question logic" to take only respondents who responded "strongly agree" or "agree" to question 7.0. However, the logic was inadvertently deleted and the author did not discover the error until approximately 20 respondents had taken the survey. Survey Monkey's programming would have required that these respondents answers be deleted to allow the "question logic" to be reinserted. Survey Monkey did allow the author to insert an additional response "I do not believe open homosexuality is incompatible with military service" in order to salvage the value of the question. Respondents among the first 20 who did not agree with the question provided this answer in the "other" response where they did note their disagreement.

## **Homosexuality/Incompatible**

Question 7.0 lists possible reasons that the author anticipated could explain why a respondent would believe open homosexuality was incompatible with military service. The final option allowed the respondent to provide his/her own rationale.

## **Implementation of the Repeal of DADT.**

Questions 8.1 through 8.6 summarized key aspects of the "Support Plan for Implementation" that accompanied the Pentagon Report and that are proposed to guide implementation of the repeal. These questions asked the respondent's opinion of them and sought comments and recommendations for each.

Question 8.7 sought to explore the reactions of respondents to a situation where they might have an openly gay supervisor or commander and sought comments regarding the respondent's reaction that possibility.

Question 8.8 sought to explore the reactions of respondents to openly gay subordinates and sought comments regarding that possibility.

Question 8.9 was an open invitation for comments but an answer was not required to complete and exit the survey.

Question 8.10 was only added to the viral survey. Since these respondents were anonymous, the option to provide an email address was provided to allow the author to follow up with willing respondents if the opportunity arose.

## APPENDIX C

### SURVEYED POPULATION DESCRIPTIONS

Four distinct populations were solicited for this survey.

- 1) With the approval of the Command and Staff College (CSC) faculty, the author used the College's official email list of all Command and Staff College (CSC) students to email an "opt-in" request to all CSC students. Recipients that responded with a "yes" to the author were then sent a unique link to complete the survey. This link would only allow one response, that of the recipient. Once the respondent had completed the survey, the link would be "dead" and another response could not be generated from that email. A population of 53 respondents from the Command and Staff student population of 125 active duty members was generated in this manner. These respondents were also asked to forward names of additional Marines to the author to request participation in the survey. Approximately 10 respondents did so and were added to the list described in #3 below.
- 2) Similarly to #1 one above, the author received approval of the Expeditionary Warfare School (EWS) faculty to utilize the official email list of all EWS students to email an "opt-in" request to solicit EWS student participation in the survey. Recipients that responded with a "yes" to the author were then sent a unique link to complete the survey. This link would only allow one response, that of the recipient. Once the respondent had completed the survey, the link would be "dead" and another response could not be generated from that email. A population of 58 respondents from the EWS student population of 220 active duty members was generated in this manner. These respondents were also asked to forward names of additional Marines to the author to request participation in the survey.
- 3) The author developed a list of Marines whom he knew or with whom he had served in the past. Names that these Marines forwarded to the author were also added to this list to comprise a total of a list of 192 potential respondents. Ninety-four of these respondents completed the survey.
- 4) The final surveyed population was less conventional. The author was made aware of a private group on the Facebook social networking site (which will not be divulged due to privacy and confidentiality concerns) that is comprised of service members who self-identify as gay, lesbian or bi-sexual. This group is monitored by an Administrator who can add members that are recommended by those already accepted into the group and who are known to be gay, lesbian, or bi-sexual active duty service members. Members of this private group are from all branches of DOD. From this site, 166 gay, lesbian or bisexual service members participated in the survey.

## APPENDIX D

### DETAILED DEMOGRAPHICS OF SURVEY POPULATIONS

#### DADT LEADERSHIP SURVEY - Surveyed Population Demographics

	All Marine	Non-Marine	All Gay Servicemembers			
Answer Options	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count
Male	87.3%	137	75.0%	27	62.0%	103
Female	12.7%	20	25.0%	9	38.0%	63
<i>answered question</i>		157		36		166
<i>skipped question</i>		0		0		0

	All Marine	Non-Marine	All Gay Servicemembers			
Answer Options	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count
O1-O2	1.3%	2	2.8%	1	9.6%	16
O3	47.8%	75	30.6%	11	9.0%	15
O4	27.4%	43	61.1%	22	5.4%	9
O5	0.6%	1	2.8%	1	4.2%	7
O6 or higher	0.0%	0	0.0%	0	0.6%	1
E1-E3	0.0%	0	0.0%	0	15.7%	26
E4-E5	8.9%	14	0.0%	0	39.2%	65
E6-E7	9.6%	15	0.0%	0	12.0%	20
E8-E9	2.5%	4	0.0%	0	0.6%	1
CWO-CWO2	0.0%	0	0.0%	0	1.8%	3
CWO3-CWO4	1.3%	2	0.0%	0	0.0%	0
CWO5	0.6%	1	0.0%	0	0.0%	0
Other	0.0%	0	2.8%	1	1.8%	3
<i>answered question</i>		157		36		166
<i>skipped question</i>		0		0		0

	All Marine	Non-Marine	All Gay Servicemembers			
Answer Options	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count
Active Duty	98.7%	155	91.7%	33	79.5%	132
Reservist	1.3%	2	8.3%	3	13.9%	23
Retired	0.0%	0	0.0%	0	1.8%	3
Dischgd/Sep'd	0.0%	0	0.0%	0	4.2%	7
Other	0.0%	0	0.0%	0	0.6%	1
Civilian	0.0%	0	0.0%	0	0.0%	0
<i>answered question</i>		157		36		166
<i>skipped question</i>		0		0		0

## DADT LEADERSHIP SURVEY - Surveyed Population Demographics

(Continued)

	All Marine	Non-Marine	All Gay Servicemembers
<b>What is your age?</b>			
Answer Options	Response Percent	Response Count	Response Percent
18-24	3.8%	6	2.8%
25-31	35.0%	55	25.0%
32-38	43.9%	69	55.6%
39-45	14.0%	22	13.9%
46-52	3.2%	5	2.8%
53-59	0.0%	0	0.0%
60 or older	0.0%	0	0.0%
<i>answered question</i>	157	36	166
<i>skipped question</i>	0	0	0

	All Marine	Non-Marine	All Gay Servicemembers
<b>What is your service component?</b>			
Answer Options	Response Percent	Response Count	Response Percent
USMC	100.0%	157	0.0%
US Army	0.0%	0	41.7%
US Air Force	0.0%	0	16.7%
US Navy	0.0%	0	25.0%
US Coast Guard	0.0%	0	16.7%
US Civilian	0.0%	0	0.0%
<i>answered question</i>	157	36	166
<i>skipped question</i>	0	0	0

	All Marine	Non-Marine	All Gay Servicemembers
<b>What is your military occupational specialty (MOS) area?</b>			
Answer Options	Response Percent	Response Count	Response Percent
Combat Arms	31.2%	49	25.0%
Combat Service Support	38.9%	61	22.2%
Air	18.5%	29	8.3%
Other	11.5%	18	36.1%
Not Applicable	0.0%	0	8.3%
<i>answered question</i>	157	36	166
<i>skipped question</i>	0	0	0

## APPENDIX E

### REQUEST TO PARTICIPATE (E-mail sent to Command and Staff College Students)

-----Original Message-----

From: Choat Maj Darrel L  
Sent: Thursday, January 06, 2011 7:06  
To: EDCOM CSC Students  
  
Subject: Welcome Back and Please Assist!

Fellow Command and Staff College Students,

I am writing to request your assistance, with the authorization of the Command and Staff College faculty, to take a short survey that I will use to complete my thesis.

Regardless of your opinion on the December repeal of "Don't Ask Don't Tell", we are on the cusp of an historic event. My thesis explores the past impact of the "Don't Ask Don't Tell" policy, opinion on the recent repeal, and solicits recommendations regarding implementation of the repeal. To do this, I have developed an on-line survey through "Survey Monkey" that addresses the three above topics with more specificity than did the Pentagon survey.

The survey will take about 15 (or less) minutes to complete and provides opportunity to express your opinion as well as make recommendations. The responses will be confidential.

Per faculty direction, if you are willing to assist, reply with a "Yes" and I will push a survey to you. I WILL ONLY SEND A SURVEY IF YOU RESPOND POSITIVELY TO THIS EMAIL.

Further, if you agree to take the survey and believe the results could be useful to the Marine Corps, and know Marines (outside of CSC) who would be willing to take the survey, please send me their names (officers and enlisted-any rank) and I will push a survey to them.

Thanks for considering my request.

s/f

Maj Darrel Choat

## APPENDIX F

### REQUEST TO PARTICIPATE (E-mail sent to Expeditionary Warfare College Students)

Sent By David Sonnier, EWS C2 section on behalf of Major Darrel Choat. Please respond to:  
[choatdl@yahoo.com](mailto:choatdl@yahoo.com)

This email has been authorized by LtCol Mercado, Chief Academic Instructor, EWS.

---

EWS Students,

I am requesting your assistance to strengthen the foundation of my Master's thesis and its ultimate value to the Marine Corps. As a student in Command and Staff College, I have developed a survey on leadership, opinion and recommendations regarding implementation of the repeal of Don't Ask Don't Tell. I will use the results to complete the thesis requirements for a Master's Degree at MCU.

The EWS faculty has approved this request for your voluntary participation. If you are willing to assist, reply with a "Yes" and I will push a survey to you. I WILL ONLY SEND A SURVEY IF YOU RESPOND POSITIVELY TO THIS EMAIL. I have had a solid response from Command and Staff College students, but am seeking a higher number of responses from a wider demographic to increase the validity of my results.

Regardless of your opinion on the December repeal of "Don't Ask Don't Tell", we are on the cusp of an historic event. My thesis explores the past impact of the "Don't Ask Don't Tell" policy, opinion on the recent repeal, and solicits recommendations regarding implementation of the repeal.

The survey will take about 15 (or less) minutes to complete and provides opportunity to express your opinion as well as make recommendations. The responses will be treated confidentially.

Thank you for considering my request. Again if you are willing to assist, please reply with a "yes".

s/f

Maj Darrel Choat  
703-615-7700  
[choatdl@yahoo.com](mailto:choatdl@yahoo.com)

**APPENDIX G**  
**REQUEST TO PARTICIPATE**  
(E-mail sent to Service Members outside of CSC or EWS)

Subject: Please Assist!

Marines, Fellow Service Members,

I hope this email finds you well and motivated to take on the New Year. If you have received this email, you have had the (un)fortunate experience of serving with me sometime over the last 15 years.

I am writing to request your assistance to take a short survey that I will utilize to complete the thesis requirements to earn a Master's Degree while I attend the Command and Staff College of the Marine Corps University.

Regardless of your opinion on the December repeal of "Don't Ask Don't Tell", we are on the cusp of an historic event. Congress' December action to repeal DADT could require a significant change in the organizational structure of the Marine Corps and the active duty services sometime this year.

My thesis explores the past impact of the "Don't Ask Don't Tell" policy, opinion on the recent repeal, and solicits recommendations regarding implementation of the repeal. To do this, I have developed an on-line survey through "Survey Monkey" to address the three above topics.

The survey will take about 15 (or less) minutes to complete, and provides opportunity to express your opinion as well as make recommendations. The responses will be treated confidentially.

If you are willing to assist, please click on the below link and take the survey.

<http://www.surveymonkey.com/s.aspx?sm=>

This link is uniquely tied to this survey and your email address; forwarding may invalidate the link.

Further, if you believe results of the survey could be useful, and know other service members who would be willing to take the survey, please send me their names (officers and enlisted-any rank) and I will push a survey to them.

Thanks again for your support.

s/f

Maj Darrel Choat

## APPENDIX H

### Tables

**Table 2.1 How much do you disagree or agree with the following:**

In my opinion and irrespective of the repeal of the DADT law, open homosexuality is incompatible with military service.

Respondents	All Marine	Non-Marine	All Gay			
Answer Options	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent
Strongly Disagree	20	13.2%	11	32.4%	128	87.7%
Disagree	44	28.9%	11	32.4%	15	10.3%
Total Disagree	64	42.1%	19	64.8%	143	98.0%
Agree	34	22.4%	6	17.6%	1	0.7%
Strongly Agree	54	35.5%	6	17.6%	2	1.4%
Total Agree	88	57.9%	10	35.2%	3	2.1%
<i>answered question</i>	152		34		146	
<i>skipped question</i>	5		2		20	

**Table 2.2 In my opinion, the Don't Ask Don't Tell (DADT) law: (Check all that apply.)**

Answer Options	All Marine	Non- Marine	All Gay			
	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count
Served a valuable purpose and should have been retained	52.2%	82	33.3%	12	0.0%	0
Protected unit cohesion and furthered mission accomplishment	47.1%	74	27.8%	10	3.6%	6
Neither supported nor harmed unit cohesion and mission accomplishment	23.6%	37	36.1%	13	16.3%	27
Wasted resources and was appropriately repealed	8.3%	13	13.9%	5	48.2%	80
Was discriminatory and was appropriately repealed	13.4%	21	27.8%	10	88.0%	146
<i>answered question</i>	157		36		166	
<i>skipped question</i>	0		0		0	

Table 2.3 What was DADT's effect on the following:

Answer Options	Very Negative	Negative	Neutral/ No effect	Positive	Very Positive
	1	2	3	4	5
Numeric Rating Scale	All Marine Rating Average		Non-Marine Rating Average		All Gay Rating Average
Survey Population					
The moral character of military service	3.29		3.03		1.89
The warrior ethos of military service	3.45		3.36		2.17
Trust between service members	3.31		2.94		1.74
Honesty between service members	2.87		2.47		1.53
Integrity of the Chain of Command	3.27		2.92		1.83
Combat effectiveness	3.61		3.25		2.51
Loyalty to the Marine Corps (or Service)	3.33		3.17		2.24
Communication between service members	3.05		2.89		1.88
Loyalty to peers and subordinates	3.30		3.06		2.05
Camaraderie	3.46		3.28		1.99
Unit cohesion	3.63		3.44		2.20
Mission Accomplishment	3.54		3.28		2.46
Recruiting and retention	3.29		2.92		1.99
Justice	2.98		2.61		1.61
Wartime capability of U.S. forces	3.52		3.28		2.39
<i>answered question</i>	<b>157</b>		<b>36</b>		<b>166</b>

**Table 2.4 How much do you agree or disagree with the following statements?**

Answer Options	Strongly Disagree	Disagree	Agree	Strongly Agree
Numeric Rating Scale	1	2	3	4
Surveyed Population	All Marine	Non- Marine	All Gay	
	Rating Average	Rating Average	Rating Average	
DADT forced some service members to compromise their integrity or gave the impression of compromised integrity.	2.48	2.86	3.82	
DADT compromised the civil rights of homosexual service members.	2.19	2.50	3.74	
DADT was based on solid evidence that open homosexuals would harm mission accomplishment.	2.35	2.44	1.69	
DADT increased work place tension.	1.78	2.17	3.19	
DADT was based on prejudice and stereotypes.	2.12	2.60	3.69	
DADT contributed to harmful suspicions or negative perceptions of some service members.	2.14	2.47	3.61	
DADT compromised the chain of command when homosexuality appeared to be selectively overlooked or investigated.	2.32	2.62	3.46	
<i>Answered question</i>	157	36	166	

**Table 3.1 What effect do you think the DADT repeal will have on the following:**

Answer Options	Very Negative	Negative	Neutral/ No effect	Positive	Very Positive
	1	2	3	4	5
Numeric Rating Scale					
Surveyed Population	All Marine	Non- Marine	All Gay		
	Rating Average	Rating Average	Rating Average		
The moral character of military service	2.49	2.97	4.07		
The warrior ethos of military service	2.38	2.82	3.74		
The prestige of military service	2.36	2.82	3.84		
The honor of military service	2.58	3.06	4.12		
The Integrity of service members	2.85	3.41	4.42		
Combat effectiveness	2.28	2.94	3.73		
Loyalty to the Marine Corps (or Service)	2.70	3.15	4.08		
Service members' ability to focus on their primary mission	2.36	2.97	4.08		
Loyalty to peers and subordinates	2.53	3.18	4.10		
Camaraderie	2.28	2.82	4.08		
Unit cohesion	2.15	2.79	4.03		
Mission accomplishment	2.47	3.06	3.79		
Recruiting and retention	2.61	3.26	4.20		
Justice	2.79	3.41	4.32		
War fighting capability of U.S. forces	2.48	3.06	3.81		
<i>answered question</i>	152	34	146		
<i>skipped question</i>	5	2	20		

**Table 3.2 How much do you disagree or agree with the following statements related to the repeal of DADT? The repeal of DADT will...**

Answer Options	Strongly Disagree	Disagree	Agree	Strongly Agree
	1	2	3	4
Numeric Rating Scale	All Marine	Non-Marine	All Gay	
	Rating Average		Rating Average	
Prompt me to voluntarily separate from my service earlier than I had previously planned.	1.79	1.36	1.12	
Allow recruiting and retention decisions to be based on qualifications, conduct, and performance to a greater degree.	2.32	2.65	3.52	
Enhance the honor of military service by increasing the honesty and integrity of military decision making.	2.06	2.68	3.59	
Harm cooperation with religious institutions that provide chaplains to support service members.	2.55	2.35	1.89	
Provide opportunities to renew cooperation and build public support for the Armed Services, for example, among academic communities that barred ROTC units.	2.49	2.88	3.49	
Increase the integrity of professional relationships between service members.	2.10	2.69	3.53	
Increase respect for military service by enhancing the perception of justice in evaluation, recruiting, and retention decisions.	2.13	2.69	3.52	
Increase integrity between service members and their chain of command.	2.18	2.78	3.55	
<i>answered question</i>	152	34	146	
<i>skipped question</i>	5	2	20	

**Table 3.3** How much do you disagree or agree with the following:

The UCMJ provides the Chain of Command the necessary tools to address issues of proper personal relationships, public displays of affection, and harassment that may arise due to the repeal of DADT.

	All Marine	Non-Marine	All Gay			
Rating Average	2.40	2.97	2.99			
Answer Options	#	%	#	%	#	%
Strongly Disagree	31	20.4%	5	14.7%	14	9.6%
Disagree	44	28.9%	5	14.7%	22	15.1%
Total Disagree	75	49.3%	10	29.4%	36	24.7%
Agree	57	37.5%	14	41.2%	56	38.4%
Strongly Agree	20	13.2%	10	29.4%	54	37.0%
Total Agree	77	50.7%	24	70.6%	110	75.4%
<i>answered question</i>	152		34		146	
<i>skipped question</i>	5		2		20	

**Table 4.1** Have you served with a U.S. service member that you knew to be to be homosexual?

Answer Options	All Marine		Non Marine		All Gay	
	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count
Yes	46.2%	72	63.9%	23	98.1%	159
No	53.8%	84	36.1%	13	1.9%	3
<i>answered question</i>	156		36		162	
<i>skipped question</i>	1		0		4	

**Table 4.2 How much do you disagree or agree with the following?**

Respondents	All Marine				All Gay			
	Strongly Disagree and Disagree	Strongly Agree and Agree						
Question	Pct.	Count	Pct.	Count	Pct.	Count	Pct.	Count
Prior to the December 2010 repeal, I faithfully executed my duty to enforce DADT when confronted with knowledge of a DADT violation.	30.0%	21	57.1%	40	67.5%	106	17.2%	27
DADT created situations where I felt I had to either compromise my sense of justice to a fellow service member or my duty to comply with the law.	52.9%	47	41.4%	29	15.2%	24	73.3%	105
<i>answered question</i>		70				157		
<i>skipped question</i>		87				9		

Table 5.1 How much do you disagree or agree with the following:

In my opinion and irrespective of the repeal of the DADT law, open homosexuality is incompatible with military service.

Respondents	All Marine	Non-Marine	All Gay			
Answer Options	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent
Strongly Disagree	20	13.2%	11	32.4%	128	87.7%
Disagree	44	28.9%	11	32.4%	15	10.3%
Total Disagree	64	42.1%	19	64.8%	143	98.0%
Agree	34	22.4%	6	17.6%	1	0.7%
Strongly Agree	54	35.5%	6	17.6%	2	1.4%
Total Agree	88	57.9%	10	35.2%	3	2.1%
<i>answered question</i>	152		34		146	
<i>skipped question</i>	5		2		20	

Table 5.2 Have you served with a U.S. service member that you knew to be homosexual?

Respondents	All Marine	Non Marine	All Gay			
Answer Options	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent
Yes	46.2%	72	63.9%	23	98.1%	159
No	53.8%	84	36.1%	13	1.9%	3
<i>answered question</i>	156		36		162	
<i>skipped question</i>	1		0		4	

Table 5.3 Do you know civilians who are homosexual?

Respondents	All Marine	Non-Marine	All Gay			
Answer Options	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent
Yes	131	86.2%	28	97.1%	129	98.6%
No	21	13.8%	1	2.9%	2	1.4%
<i>answered question</i>	152		34		146	
<i>skipped question</i>	5		2		20	

Table 5.4 How much do you disagree or agree with the following:

In my opinion and irrespective of the repeal of the DADT law, open homosexuality is incompatible with military service.

Respondents	All Marine: Served with known Homosexual		All Marine: Never served with known Homosexual		Non-Marine	
	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent
Strongly Disagree	14	20.3%	6	7.2%	11	32.4%
Disagree	23	33.3%	21	25.3%	11	32.4%
Total Disagree	38	30.40%	27	17.82%	22	64.8%
Agree	10	15.9%	23	27.7%	6	17.6%
Strongly Agree	19	30.4%	33	39.8%	6	17.6%
Total Agree	19	46.3%	56	67.5%	12	35.2%
<i>answered question</i>	69		83		34	

Table 5.5 How much do you disagree or agree with the following:

In my opinion and irrespective of the repeal of the DADT law, open homosexuality is incompatible with military service.

Respondents	All Marine		Male Marine		Female Marine	
	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent
Strongly Disagree	20	13.2%	12	9.0%	8	42.1%
Disagree	44	28.9%	40	30.1%	4	21.1%
Total Disagree	64	42.1%	52	39.1%	12	63.2%
Agree	34	22.4%	31	23.3%	3	15.8%
Strongly Agree	54	35.5%	50	37.6%	4	21.1%
Total Agree	88	57.9%	81	60.9%	7	36.9%
<i>answered question</i>	152		133		79	
<i>skipped question</i>	5		4		1	

Table 5.6 Have you served with a U.S. service member that you knew to be to be homosexual?

Answer Options	All Marine		Male Marine		Female Marine	
	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count
Yes	46.2%	72	41.2%	56	80.0%	16
No	53.8%	84	58.8%	80	20.0%	4
<i>answered question</i>		156		136		20
<i>skipped question</i>		1		4		0

Table 5.7 How much do you disagree or agree with the following:

In my opinion and irrespective of the repeal of the DADT law, open homosexuality is incompatible with military service.

Respondents	All Marine		Combat Arms Marine		"Other" Marine (male & female)	
	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent
Strongly Disagree	20	13.2%	3	6.3%	17	16.3%
Disagree	44	28.9%	13	27.1%	31	29.8%
Total Disagree	64	42.1%	16	33.4%	48	46.1%
Agree	34	22.4%	14	29.2%	20	19.2%
Strongly Agree	54	35.5%	18	37.5%	36	34.6%
Total Agree	88	57.9%	32	66.7%	56	53.8%
<i>answered question</i>	152		48		104	
<i>skipped question</i>	5		1		4	

**Table 5.8 Have you served with a U.S. service member that you knew to be to be homosexual?**

Answer Options	All Marine		Combat Arms Marine		"Other" Marine (male & female)	
	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count
Yes	46.2%	72	46.9%	23	45.8%	49
No	53.8%	84	53.1%	26	54.2%	58
<i>answered question</i>		156		49		107
<i>skipped question</i>		1		0		1

**Table 5.9 How much do you disagree or agree with the following:**

In my opinion and irrespective of the repeal of the DADT law, open homosexuality is incompatible with military service.

Respondents	All Marine		Combat Arms Marine		"Other" Marine (male only)	
	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent
Strongly Disagree	20	13.2%	3	6.3%	9	10.6%
Disagree	44	28.9%	13	27.1%	27	31.8%
Total Disagree	64	42.1%	16	33.4%	36	42.4%
Agree	34	22.4%	14	29.2%	17	20.0%
Strongly Agree	54	35.5%	18	37.5%	32	37.6%
Total Agree	88	57.9%	32	66.7%	49	57.6%
<i>answered question</i>	152		48		85	
<i>skipped question</i>	5		1		3	

**Table 5.10 Have you served with a U.S. service member that you knew to be to be homosexual?**

Answer Options	All Marine		Combat Arms Marine		"Other" Marine (male only)	
	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count
Yes	46.2%	72	46.9%	23	37.9%	33
No	53.8%	84	53.1%	26	62.1%	54
<i>answered question</i>		156		49		87
<i>skipped question</i>		1		0		1

Table 5.11 I believe open homosexuality is incompatible with military service because: (Check all that apply.)

Answer Options	All Marine		Non-Marine		All Gay	
	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count
Of my moral or religious beliefs	35.5%	54	29.4%	10	0.0%	0
Homosexuals are untrustworthy	0.01%	1	0.0%	0	0.0%	0
Homosexuals are physically weak and unable to support/defend fellow service members in combat	0.0%	0	2.9%	1	0.0%	0
Homosexuals are anathema to the warrior ethos	9.2%	14	8.8%	3	0.0%	0
Open homosexuals will degrade unit cohesion	51.3%	78	32.4%	11	0.0%	0
Open homosexuals will impede mission accomplishment	31.6%	37	14.7%	5	0.0%	0
Total Opposed		153		30		0
I do not believe homosexuality is incompatible with military service	35.5%	37	52.9%	18	98.5%	143
Other (please comment)	29.6%	34	20.6%	7	1.5%	3
<i>answered question</i>		152		34		146
<i>skipped question</i>		5		2		20

**APPENDIX I**  
**Complete Results for "All Marine" Respondent Group**

## 1. What is your gender?

		Response Percent	Response Count
	Male		87.3% 137
	Female		12.7% 20
		answered question	157
		skipped question	0

**2. What is your rank?**

		Response Percent	Response Count
O1-O2		1.3%	2
O3		47.8%	75
O4		27.4%	43
O5		0.6%	1
O6 or higher		0.0%	0
E1-E3		0.0%	0
E4-E5		8.9%	14
E6-E7		9.6%	15
E8-E9		2.5%	4
CWO-CWO2		0.0%	0
CWO3-CWO4		1.3%	2
CWO5		0.6%	1
Other		0.0%	0
<b>answered question</b>			<b>157</b>
<b>skipped question</b>			<b>0</b>

### 3. What is your duty status?

		Response Percent	Response Count
Active Duty		98.7%	155
Reservist		1.3%	2
Retired		0.0%	0
Discharged/Separated		0.0%	0
Other		0.0%	0
Civilian		0.0%	0
		answered question	157
		skipped question	0

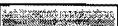
### 4. What is your age?

		Response Percent	Response Count
18-24		3.8%	6
25-31		35.0%	55
32-38		43.9%	69
39-45		14.0%	22
46-52		3.2%	5
53-59		0.0%	0
60 or older		0.0%	0
		answered question	157
		skipped question	0

**5. What is your service component?**

		Response Percent	Response Count
USMC		100.0%	157
US Army		0.0%	0
US Air Force		0.0%	0
US Navy		0.0%	0
US Coast Guard		0.0%	0
US Civilian		0.0%	0
Non-US Military or Civilian		0.0%	0
Other		0.0%	0
	answered question		157
	skipped question		0

**6. What is your military occupational specialty (MOS) area?**

		Response Percent	Response Count
Combat Arms		31.2%	49
Combat Service Support		38.9%	61
Air		18.5%	29
Other		11.5%	18
Not Applicable		0.0%	0
	answered question		157
	skipped question		0

7. In my opinion, the Don't Ask Don't Tell (DADT) law: (Check all that apply.)

		Response Percent	Response Count
Served a valuable purpose and should have been retained	<input type="checkbox"/>	52.2%	82
Protected unit cohesion and furthered mission accomplishment	<input type="checkbox"/>	47.1%	74
Neither supported nor harmed unit cohesion and mission accomplishment	<input type="checkbox"/>	23.6%	37
Wasted resources and was appropriately repealed	<input checked="" type="checkbox"/>	8.3%	13
Was discriminatory and was appropriately repealed	<input type="checkbox"/>	13.4%	21
		answered question	157
		skipped question	0

**8. What was DADT's effect on the following:**

	Very Negative	Negative	Neutral/No effect	Positive	Very Positive	Rating Average	Response Count
The moral character of military service	5.1% (8)	15.3% (24)	40.8% (64)	22.9% (36)	15.9% (25)	3.29	157
The warrior ethos of military service	3.8% (6)	10.2% (16)	43.3% (68)	22.9% (36)	19.7% (31)	3.45	157
Trust between service members	5.1% (8)	18.5% (29)	35.7% (56)	22.3% (35)	18.5% (29)	3.31	157
Honesty between service members	7.0% (11)	31.8% (50)	36.9% (58)	15.3% (24)	8.9% (14)	2.87	157
Integrity of the Chain of Command	3.8% (6)	15.3% (24)	44.6% (70)	22.3% (35)	14.0% (22)	3.27	157
Combat effectiveness	2.5% (4)	10.8% (17)	33.1% (52)	29.9% (47)	23.6% (37)	3.61	157
Loyalty to the Marine Corps (or Service)	2.5% (4)	10.8% (17)	54.1% (85)	15.9% (25)	16.6% (26)	3.33	157
Communication between service members	2.5% (4)	26.8% (42)	43.3% (68)	17.8% (28)	9.6% (15)	3.05	157
Loyalty to peers and subordinates	2.5% (4)	15.3% (24)	45.9% (72)	22.3% (35)	14.0% (22)	3.30	157
Camaraderie	4.5% (7)	12.1% (19)	35.7% (56)	28.7% (45)	19.1% (30)	3.46	157
Unit cohesion	3.2% (5)	8.3% (13)	35.0% (55)	29.3% (46)	24.2% (38)	3.63	157
Mission Accomplishment	2.5% (4)	7.0% (11)	43.3% (68)	28.0% (44)	19.1% (30)	3.54	157
Recruiting and retention	3.8% (6)	22.3% (35)	31.8% (50)	25.5% (40)	16.6% (26)	3.29	157
Justice	10.2% (16)	18.5% (29)	45.2% (71)	15.3% (24)	10.8% (17)	2.98	157
Warfighting capability of U.S. forces	3.2% (5)	8.3% (13)	40.8% (64)	29.3% (46)	18.5% (29)	3.52	157

**9. How much do you agree or disagree with the following statements?**

	Strongly Disagree	Disagree	Agree	Strongly Agree	N/A	Rating Average	Response Count
DADT forced some service members to compromise their integrity or gave the impression of compromised integrity.	19.1% (30)	26.8% (42)	38.9% (61)	14.0% (22)	1.3% (2)	2.48	157
DADT compromised the civil rights of homosexual service members.	30.6% (48)	30.6% (48)	24.8% (39)	12.1% (19)	1.9% (3)	2.19	157
DADT was based on solid evidence that open homosexuals would harm mission accomplishment.	16.6% (26)	37.6% (59)	21.0% (33)	13.4% (21)	11.5% (18)	2.35	157
DADT increased work place tension.	40.8% (64)	38.2% (60)	13.4% (21)	3.2% (5)	4.5% (7)	1.78	157
DADT was based on prejudice and stereotypes.	33.8% (53)	27.4% (43)	19.7% (31)	12.7% (20)	6.4% (10)	2.12	157
DADT contributed to harmful suspicions or negative perceptions of some service members.	25.5% (40)	38.2% (60)	24.8% (39)	7.0% (11)	4.5% (7)	2.14	157
DADT compromised the chain of command when homosexuality appeared to be selectively overlooked or investigated.	21.0% (33)	28.0% (44)	26.8% (42)	10.8% (17)	13.4% (21)	2.32	157

**10. Poll results examined by the Pentagon Report found that in the early 1990s, approximately 50-65% of Americans supported allowing gay men and lesbians to serve in the military. Further, these polls showed approximately 40% of Americans supported allowing gay men and lesbians to serve openly.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	N/A	Rating Average	Response Count
These polls suggest that the DADT law appropriately reflected the public's sentiment toward the service of gay men and lesbians in 1993.	5.1% (8)	<b>56.4%</b> (88)	19.2% (30)	8.3% (13)	10.9% (17)	2.65	156

Please Comment (not required)

56

answered question

156

skipped question

1

**11. Recent survey results examined by the Pentagon Report found that over 70% of Americans support allowing gay men and lesbians to serve in the military. Further, these polls report 60-75% of Americans support allowing gay men and lesbians to serve openly.**

	Strongly Disagree	Disagree	Agree	Strongly Agree	N/A	Rating Average	Response Count
These poll results suggest that 2011 is an appropriate year to implement a repeal of the DADT law.	27.6% (43)	<b>29.5%</b> (46)	25.6% (40)	8.3% (13)	9.0% (14)	2.16	156

Please Comment (not required)

78

answered question

156

skipped question

1

**12. Have you served with a U.S. service member that you knew to be to be homosexual?**

			Response Percent	Response Count
Yes	[REDACTED]		46.2%	72
No	[REDACTED]		53.8%	84
		answered question		156
		skipped question		1

**13. How much do you disagree or agree with the following?**

	Strongly Disagree	Disagree	Agree	Strongly Agree	N/A	Rating Average	Response Count
Prior to the December 2010 repeal I faithfully executed my duty to enforce DADT when confronted with knowledge of a DADT violation.	11.4% (8)	18.6% (13)	35.7% (25)	21.4% (15)	12.9% (9)	2.77	70
DADT created situations where I felt I had to either compromise my sense of justice to a fellow service member or my duty to comply with the law.	24.3% (17)	28.6% (20)	24.3% (17)	17.1% (12)	5.7% (4)	2.36	70
					answered question		70
					skipped question		87

**14. If you served with a known homosexual did you: (Check all that apply.)**

		Response Percent	Response Count
Report your knowledge to your chain of command	<input type="checkbox"/>	15.7%	11
Initiate an investigation of the service member	<input type="checkbox"/>	8.6%	6
Take action to ensure the service member was not harmed or discriminated against	<input type="checkbox"/>	18.6%	13
Seek to have the service member removed from your unit	<input type="checkbox"/>	4.3%	3
Seek to be transferred to another unit		0.0%	0
Counsel the service member to alter his/her conduct to prevent additional members of the command from learning of his/her sexual orientation	<input type="checkbox"/>	17.1%	12
<b>Other -or- Please provide comments or an explanation of your answer. (Not required.)</b>	<input type="checkbox"/>	74.3%	52
		<b>answered question</b>	<b>70</b>
		<b>skipped question</b>	<b>87</b>

**15. What effect do you think the DADT repeal will have on the following:**

	Very Negative	Negative	Neutral/No effect	Positive	Very Positive	Rating Average	Response Count
The moral character of military service	19.7% (30)	28.9% (44)	36.2% (55)	13.2% (20)	2.0% (3)	2.49	152
The warrior ethos of military service	17.1% (26)	33.6% (51)	44.1% (67)	5.3% (8)	0.0% (0)	2.38	152
The prestige of military service	21.7% (33)	28.9% (44)	41.4% (63)	7.2% (11)	0.7% (1)	2.36	152
The honor of military service	15.1% (23)	27.0% (41)	44.7% (68)	11.2% (17)	2.0% (3)	2.58	152
The Integrity of service members	13.8% (21)	16.4% (25)	43.4% (66)	23.7% (36)	2.6% (4)	2.85	152
Combat effectiveness	19.1% (29)	38.2% (58)	38.8% (59)	3.9% (6)	0.0% (0)	2.28	152
Loyalty to the Marine Corps (or Service)	9.9% (15)	21.7% (33)	57.2% (87)	10.5% (16)	0.7% (1)	2.70	152
Service members' ability to focus on their primary mission	13.2% (20)	45.4% (69)	34.9% (53)	5.9% (9)	0.7% (1)	2.36	152
Loyalty to peers and subordinates	9.9% (15)	36.8% (56)	44.7% (68)	7.9% (12)	0.7% (1)	2.53	152
Camaraderie	20.4% (31)	38.2% (58)	35.5% (54)	5.3% (8)	0.7% (1)	2.28	152
Unit cohesion	23.0% (35)	44.1% (67)	28.3% (43)	3.9% (6)	0.7% (1)	2.15	152
Mission accomplishment	12.5% (19)	31.6% (48)	52.6% (80)	2.6% (4)	0.7% (1)	2.47	152
Recruiting and retention	13.8% (21)	31.6% (48)	34.9% (53)	19.1% (29)	0.7% (1)	2.61	152
Justice	11.8% (18)	19.7% (30)	49.3% (75)	15.8% (24)	3.3% (5)	2.79	152
War fighting capability of U.S. forces	14.5% (22)	31.6% (48)	46.1% (70)	7.2% (11)	0.7% (1)	2.48	152

**16. How much do you disagree or agree with the following statements related to the repeal of DADT? The repeal of DADT will...**

	Strongly Disagree	Disagree	Agree	Strongly Agree	N/A	Rating Average	Response Count
Prompt me to voluntarily separate from my service earlier than I had previously planned.	41.4% (63)	38.2% (58)	10.5% (16)	5.3% (8)	4.6% (7)	1.79	152
Allow recruiting and retention decisions to be based on qualifications, conduct, and performance to a greater degree.	19.7% (30)	34.9% (53)	28.9% (44)	10.5% (16)	5.9% (9)	2.32	152
Enhance the honor of military service by increasing the honesty and integrity of military decision making.	27.6% (42)	36.2% (55)	22.4% (34)	5.3% (8)	8.6% (13)	2.06	152
Harm cooperation with religious institutions that provide chaplains to support service members.	9.9% (15)	37.5% (57)	27.6% (42)	16.4% (25)	8.6% (13)	2.55	152
Provide opportunities to renew cooperation and build public support for the Armed Services, for example, among academic communities that barred ROTC units.	14.5% (22)	25.7% (39)	43.4% (66)	7.9% (12)	8.6% (13)	2.49	152
Increase the integrity of professional relationships between service members.	18.4% (28)	49.3% (75)	18.4% (28)	4.6% (7)	9.2% (14)	2.10	152
Increase respect for military service by enhancing the perception of justice in evaluation, recruiting, and retention decisions.	24.3% (37)	37.5% (57)	25.7% (39)	5.3% (8)	7.2% (11)	2.13	152
Increase integrity between service members and their chain of command.	19.7% (30)	41.4% (63)	25.7% (39)	5.3% (8)	7.9% (12)	2.18	152

## 17. How much do you disagree or agree with the following?

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
The UCMJ provides the Chain of Command the necessary tools to address issues of proper personal relationships, public displays of affection, and harassment that may arise due to the repeal of DADT.	20.4% (31)	28.9% (44)	37.5% (57)	13.2% (20)	2.43	152

Please comment. (Not required)

57

answered question	152
skipped question	5

## 18. Do you know civilians who are homosexual?

	Response Percent	Response Count
Yes	86.2%	131
No	13.8%	21

answered question	152
skipped question	5

**19. How much do you disagree or agree with the following:**

	Strongly Disagree	Disagree	Agree	Strongly Agree	Response Count
In my opinion and irrespective of the repeal of the DADT law, open homosexuality is incompatible with military service.	13.2% (20)	28.9% (44)	22.4% (34)	35.5% (54)	152
answered question					152
skipped question					5

**20. I believe open homosexuality is incompatible with military service because: (Check all that apply.)**

	Response Percent	Response Count
Of my moral or religious beliefs	35.5%	54
Homosexuals are untrustworthy	0.7%	1
Homosexuals are physically weak and unable to support/defend fellow service members in combat	0.0%	0
Homosexuals are anathema to the warrior ethos	9.2%	14
Open homosexuals will degrade unit cohesion	51.3%	78
Open homosexuals will impede mission accomplishment	31.6%	48
I do not believe homosexuality is incompatible with military service.	35.5%	54
Other (please comment)	29.6%	45
answered question		152
skipped question		5

**21. The Support Plan for Implementation repeatedly states that the "most critical predictor of successful implementation" of the repeal of DADT will be effective leadership at all levels of the chain of command.**

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
In my opinion, leadership will be critical to sucessful implementation.	3.4% (5)	7.5% (11)	30.6% (45)	<b>58.5% (86)</b>	3.44	147

What tools, information, approach, procedure, or assistance do you recommend to facilitate implementation?

(Not required.)

51

answered question

147

skipped question

10

**22. The Support Plan for Implementation recommends that the key message of implementation of the DADT repeal be "Leadership-Professionalism-Respect." More specifically: 1) "Leadership matters most." Leaders at all levels will set the example and demonstrate full commitment to DOD policy. 2) "Focus on professionalism." Service members will be expected to execute their professional obligations and adhere to their oath to support and defend the Constitution. 3) "Promote strength through respect." All service members will be treated with respect; harassment and discrimination will not be tolerated.**

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
In my opinion, this is a solid foundation for an implementation plan.	6.8% (10)	12.9% (19)	<b>56.5% (83)</b>	23.8% (35)	2.97	147

Please provide comments or an explanation of your answer. (Not required.)

35

answered question

147

skipped question

10

**23. The Support Plan for Implementation recommends that emphasis should focus on "behaviors not attitudes." In other words, Implementation "should emphasize that no service member is being asked to change his or her personal beliefs" on DADT or homosexuality but that disrespect, harassment, or discrimination will not be tolerated.**

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
In my opinion, this approach will address the moral or religious concerns regarding homosexuality held by some service members.	18.4% (27)	23.8% (35)	41.5% (61)	16.3% (24)	2.56	147

Please provide comments or an explanation of your answer. (Not required.)

42

answered question 147

skipped question 10

**24. The Support Plan for Implementation recommends that sexual orientation NOT be specified as a class eligible for a Military Equal Opportunity program complaint as are the federally protected classes of race, color, religion, sex, and national origin. Rather, implementation should emphasize that evaluations be based on "only individual merit, fitness, and capability," and that "harassment or abuse based on sexual orientation is unacceptable."**

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
In my opinion, NOT considering sexual orientation to be a federally protected class is a workable approach.	10.9% (16)	20.4% (30)	39.5% (58)	29.3% (43)	2.87	147

Please provide comments or an explanation of your answer. (Not required.)

32

answered question 147

skipped question 10

**25. The Support Plan for Implementation recommends that basing berthing or billeting assignments on sexual orientation be prohibited and that any segregation based on sexual orientation be prohibited. However, the plan also recommends that Commanders be given discretion to address privacy concerns on a case by case basis.**

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
Prohibiting use of sexual orientation as a basis for berthing or billeting assignments but allowing Commanders limited discretion is a workable approach.	28.6% (42)	23.8% (35)	37.4% (55)	10.2% (15)	2.29	147

Recommendations, comments, or concerns regarding this approach. (Not required.)

71

answered question

147

skipped question

10

**26. The Support Plan for Implementation recommends that a new status of "committed relationship" NOT be created at this time so NO changes are recommended to be made to marriage-related benefit eligibility. In short, due to the restrictions of marriage to heterosexual couples by federal law, any service member not in a federally recognized marriage will continue to be considered a "single" service member for benefit eligibility.**

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
I agree that no changes should be made to benefits associated with marital status at this time.	9.5% (14)	8.2% (12)	34.0% (50)	48.3% (71)	3.21	147

Please provide comments or an explanation of your answer. (Not required.)

44

answered question

147

skipped question

10

**27. Once the repeal of DADT is implemented, and if my supervisor/commander were openly homosexual, I would:**

		Response Percent	Response Count
Seek a transfer.	<input type="checkbox"/>	10.9%	16
Seek to separate from my service.	<input type="checkbox"/>	2.0%	3
Seek advice or counseling to adapt to this situation.	<input type="checkbox"/>	7.5%	11
<b>None of the above. The sexual orientation of my supervisor would not impact my career decisions or attitude.</b>	<input type="checkbox"/>	60.5%	89
Welcome the opportunity to support a professional and openly homosexual supervisor/commander.	<input type="checkbox"/>	3.4%	5
Other (please specify)	<input type="checkbox"/>	15.6%	23
		<b>answered question</b>	<b>147</b>
		<b>skipped question</b>	<b>10</b>

**28. Once the repeal of DADT is implemented: (Check all that apply.)**

		Response Percent	Response Count
I would lead/mentor openly homosexual subordinates with difficulty.	<input type="checkbox"/>	12.9%	19
I would have a moral objection to leading or supervising openly homosexual subordinates.	<input type="checkbox"/>	10.2%	15
I would need training or support to understand how to mentor or lead openly homosexual subordinates.	<input type="checkbox"/>	16.3%	24
<b>The sexual orientation of my subordinates would have no impact on my ability to lead or mentor them.</b>	<input checked="" type="checkbox"/>	70.1%	103
I will welcome the opportunity to lead or mentor openly homosexual service members.	<input type="checkbox"/>	14.3%	21
Other (please specify)	<input type="checkbox"/>	14.3%	21
<b>answered question</b>			147
<b>skipped question</b>			10

**29. Please provide personal thoughts, suggestions, perspectives on the repeal and implementation of the repeal of DADT and homosexuals/gay people's service in the Armed Forces.**

		Response Count
		64
<b>answered question</b>		64
<b>skipped question</b>		93

**Page 3, Q1.** Poll results examined by the Pentagon Report found that in the early 1990s, approximately 50-65% of Americans supported allowing gay men and lesbians to serve in the military. Further, these polls showed approximately 40% of Americans supported allowing gay men and lesbians to serve openly.

- |    |   |                       |
|----|---|-----------------------|
| 1  | This poll and the creation of DADT created an issue that is not one we should be focusing on.   | Feb 10, 2011 7:42 AM  |
| 2  | Where was this poll taken? What was asked. A poll can be worded in a way to prove a point   | Feb 8, 2011 4:48 AM   |
| 3  | Yes, but the laws were also a product of public servants and military representatives influence in the law making process - special interests of public and non-public organizations had an influence.  | Feb 4, 2011 12:25 PM  |
| 4  | That is a very subjective poll. 50-65% is too wide of a range to substantiate.  | Feb 4, 2011 10:25 AM  |
| 5  | Polls of this nature are difficult to put in context. Most people respond to a poll they feel strongly about, whether negative or positive. Average Americans probably do not really care either way or had no real basis for making an assessment.   | Feb 4, 2011 10:18 AM  |
| 6  | I have no idea I was 12   | Feb 3, 2011 10:12 AM  |
| 7  | I think it also had to do with medical readiness.   | Feb 1, 2011 5:25 AM   |
| 8  | Without seeing the polling data for possible errors. Example: those that acutally replied to a mail survey, polls in a specific state, by phone... would have to be properly defined in order to determine if the poll is statistically accurate. I.E. many news report statistics are of no significance because they require views (specific population) to log into their website to take the survey. Therefore the data is only valuable for those views and not necessarily a sample of the entire population. | Jan 31, 2011 4:33 PM  |
| 9  | However, the public's opinion should not drive military policy. The military has to be different than society as a whole. Higher standards of fitness and morality must exist IOT have effectively disciplined units -- lives depend on it!   | Jan 31, 2011 12:08 PM |
| 10 | you could interpret the publics' response either way to support your own opinion.   | Jan 31, 2011 10:11 AM |
| 11 | Who was polled? And what does the public (non-military) opinion have to do with military service? Does my opinion matter when it comes to the rights and working factors of motor workers in the UAW? No, because I'm not the one impacted nor do I have any idea what is right for them.   | Jan 31, 2011 8:27 AM  |
| 12 | Public polling should not play a part in how we structure our defense forces. The classical liberal society that we have does not apply to the forces that are tasked to defend it.   | Jan 26, 2011 8:57 AM  |
| 13 | The military should not be a slave to polls. The US military should do what will accomplish the mission and maintain troop welfare, ALL troop welfare.  | Jan 25, 2011 3:43 PM  |
| 14 | If the poll examined is accurate, then more than 50% of the population at that time supported allowing gays to serve. DADT allowed them to do so. Therefore the law reflected the public's sentiment.   | Jan 25, 2011 12:41 PM |
| 15 | How many of the individuals polled were members of the armed services? Not all laws pertaining to who can and cannot serve are based on public opinion.   | Jan 25, 2011 5:44 AM  |

**Page 3, Q1. Poll results examined by the Pentagon Report found that in the early 1990s, approximately 50-65% of Americans supported allowing gay men and lesbians to serve in the military. Further, these polls showed approximately 40% of Americans supported allowing gay men and lesbians to serve openly.**

16	DADT allowed gay men and women to serve without being discriminated against. The fact that they were prevented from openly showing or verbalizing their homosexuality is exactly what limited the discrimination. Repeal of DADT in my opinion will lead to an increase in both active and passive discrimination of those who openly profess their sexual preference.	Jan 24, 2011 10:57 AM
17	Yes. But the public's opinion is not the only thing that matters. The military is assigned a mission to accomplish which may or may not be compatible with perspectives of the body of citizens at large.	Jan 23, 2011 6:59 PM
18	DADT law was established based on a political compromise between POTUS, Congress, and indirectly the service chiefs - the law perhaps was acceptable to the public, but was not necessarily reflective on what they saw as right.	Jan 21, 2011 3:52 PM
19	There is a certain demograph of Americans who typically comprise the majority of our military. Those demographics should be polled at a ratio comparable to those that join and serve.	Jan 21, 2011 10:21 AM
20	Polls are subject to discrepancies. Race, background, political standings, location of polls are a few discrepancies that plague them. I do not trust polls unless I know all circumstances for which they were obtained.	Jan 21, 2011 8:58 AM
21	I never believe polls unless I see the sample population used to conduct the survey.	Jan 21, 2011 5:06 AM
22	The wording in this question is horrible. I don't understand what you want me to do.	Jan 20, 2011 6:55 PM
23	I did not see the poll, nor the methods used by the polsters in terms of population size, distribution of poll takers. I do not know the validity of the poll, so it would not be appropriate to comment on it.	Jan 20, 2011 3:31 PM
24	Polls are typically full of biases depending on the target population. In my opinion the polls conducted in 1993 were likely shaped by the administrators and biased groups that wished to usher in progressive reform and force the martial culture of the Armed Forces to reflect the wishes of the fringe groups pressuring them through lobbying.	Jan 20, 2011 2:40 PM
25	DADT reflected the military's willingness to turn a blind eye to something that they have made illegal within the UCMJ as long as the individual did not conduct themselves in such a manner.	Jan 20, 2011 1:40 PM
26	My question is, "who was sampled in this initial poll?" Did it consist of a representative sample? My take on these types of surveys is that the ordinary-working, blue-collar man that is raising a family, paying a mortgage, paying off two automobiles and just trying to get by in this world may not be bothered with political polls because it's not a major issue that's facing him.	Jan 20, 2011 12:56 PM
27	The military is not an institution to test theory or to establish new governing law. First all states should be allowed to have married couples, once this is accepted in society then force it down the military!	Jan 20, 2011 9:48 AM

Page 3, Q1. Poll results examined by the Pentagon Report found that in the early 1990s, approximately 50-65% of Americans supported allowing gay men and lesbians to serve in the military. Further, these polls showed approximately 40% of Americans supported allowing gay men and lesbians to serve openly.

28	A CIVILIAN POLL FOR CIVILIANS BY CIVILIANS. DO NOT RECALL IF A POLL WAS CONDUCTED BY MEN AND WOMEN IN UNIFORM AS TO THE EFFECT SUCH AN ACTION WOULD HAVE ON MORALE	Jan 20, 2011 9:36 AM
29	Laws and policies are not made to support the minority opinion, but solely to protect its ability to hold that opinion. DADT reflected this perfectly in that homosexuals were allowed to serve in the military as per the majority opinion. By keeping the confidentiality of their sexual preference, it also supported the majority opinion that they should NOT serve openly.	Jan 20, 2011 8:46 AM
30	Poling is numerically and regionally biased	Jan 19, 2011 12:46 PM
31	Although the military is sometimes used to implement policy which serves the people, why would we poll a significant portion of American public when ~1 percent of the public have served in the military? This makes about as much sense as polling people who've never played football about a proposed NFL rule change.	Jan 19, 2011 11:43 AM
32	The view of homosexuality in the 90s was very negative and openly perceived that way. I don't buy these numbers. I would imagine MUCH lower.	Jan 19, 2011 10:47 AM
33	Ask service members not the general public.	Jan 18, 2011 3:22 PM
34	50% + were supported allowing gay men and lesbians to serve openly. DADT was a "happy medium" to pacify both sides of the fence.	Jan 18, 2011 9:35 AM
35	I believe public perception of gays and lesbians has changed in 20 years. Mass media has increased exposure to G&L as normal vice an abnormality. Furthermore, today's generation has been more open and accepting of G&L and thus translated to the younger generation currently serving.	Jan 14, 2011 6:51 AM
36	it should never matter what a person's sexual preference is in order for that person to serve in the armed forces. and that person should not be treated differently.	Jan 12, 2011 5:24 PM
37	This question seems incomplete because the 1990s survey regards "serving in the military," while the question concerns "openly serving."	Jan 12, 2011 9:12 AM
38	Not sure it has any bearing on the military. I am sure that people would not like receiving bread and water for Captain's Mast either in 1993. We should not base everything morality on a poll.	Jan 11, 2011 11:49 AM
39	I don't know the details of this poll. You can get a poll to support anything you want to prove. I tend to disagree with the probability of these poll numbers if asked directly to the average American, especially those away from the coasts.	Jan 11, 2011 10:34 AM
40	Was that 40% of the 50-65%? Or 40% of the whole? Did the survey determine the percentage who answered in the 50-65% or 40% who were also in the military?	Jan 11, 2011 9:56 AM
41	While the numbers did indicate that a higher percentage of the public supported gays and lesbians serving in the military, the same Americans did not overwhelmingly support their serving openly gay or lesbian.	Jan 11, 2011 7:04 AM

**Page 3, Q1. Poll results examined by the Pentagon Report found that in the early 1990s, approximately 50-65% of Americans supported allowing gay men and lesbians to serve in the military. Further, these polls showed approximately 40% of Americans supported allowing gay men and lesbians to serve openly.**

42	Regardless of public sentiment, DADT should have been repealed because it violated civil rights.	Jan 11, 2011 6:42 AM
43	Polling data can be manipulated to show what you want it to show. I recommend that you research the polling questions and respective data to determine if it was a psuh poll.	Jan 11, 2011 6:27 AM
44	DADT is a law governing military service. I believe the oppinion of the American public, most of whom never served in the military, is irrelevant.	Jan 11, 2011 6:13 AM
45	I assume suvey data may have been similar or even more speciously one-sided prior to the integration of black troops into the military, but the military nevertheless acted in accordance with the aims of human liberty (and the will of Executive power) and integrated successfully.	Jan 10, 2011 5:00 PM
46	It does not matter what the American public thinks. The majority of Americans polled think we should not be in a war on terror in Iraq or Afghanistan. If given a choice most Americans would vote to do nothing in a global war on terror. The vast majority of Americans have not served, will not serve and have little idea of what military service is about.	Jan 10, 2011 4:45 PM
47	the american public has a right to express their opinion about DADT, but ultimately it is the servicemember who is directly affected, either positively or negatively by DADT and the repeal of DADT.	Jan 10, 2011 4:09 PM
48	The public can endorse this measure all they want. Problem is, the PUBLIC is not the military and are therefore not likely to understand the unique challenges individualism places upon good order and discipline.	Jan 10, 2011 4:02 PM
49	From whom or what groups of people were these poll's given to?	Jan 10, 2011 2:41 PM
50	If only 40% of the population supported allowing gay men and lesbians to serve openly, then they are not the majority. I wonder. What was the number of people polled, and of that many, how many served in the military?	Jan 10, 2011 2:26 PM
51	During that timeframe I believe America was more open to that lifestyle. As time progress people's feelings chaned.	Jan 10, 2011 2:13 PM
52	Nothing to really agree or disagree with. If that's what the polls showed, I can't dispute that.	Jan 10, 2011 2:10 PM
53	There is no voting on issues within the military. Polls do not dictate military policy and should not replace the chain of command. The political process since 1993 was an expensive game.	Jan 10, 2011 2:00 PM
54	However the statistics are too close to argue definitively one way or the other.	Jan 10, 2011 1:17 PM
55	I don't trust any of these polls. Now or then.	Jan 10, 2011 1:03 PM
56	The military should not be a test bed for issues in the U.S. population.	Jan 10, 2011 6:48 AM

**Page 3, Q2. Recent survey results examined by the Pentagon Report found that over 70% of Americans support allowing gay men and lesbians to serve in the military. Further, these polls report 60-75% of Americans support allowing gay men and lesbians to serve openly.**

- |    |   |                       |
|----|---|-----------------------|
| 1  | I don't know that I can say this year is a good year to spend so much time and effort on this issue, there are a lot of other things going on (war, budget cuts, decreasing the size of our force, etc.) Again we made an issue out of something that never should have been.   | Feb 10, 2011 7:42 AM  |
| 2  | Same as above   | Feb 8, 2011 4:48 AM   |
| 3  | DADT should not be implemented/take effect until the DoD has determined the means to implement the intent of the law/repeal.  | Feb 4, 2011 12:25 PM  |
| 4  | Same wide range of support leads to questions. Also, the way that the possible answers are arranged is questionable. They are in opposite order of the question above it. If it were a ballot, it would be thrown out.  | Feb 4, 2011 10:25 AM  |
| 5  | Maybe, maybe not. Although I don't think it's going to be that big of deal, I do have an issue with groups that use the military for social reform.   | Feb 1, 2011 5:25 AM   |
| 6  | Again, the public's opinion should not drive military policy. The military has to be different than society as a whole. Higher standards of fitness and morality must exist IOT have effectively disciplined units – lives depend on it! I'd say that the same percentage would say that adultery, sex with animals, and sodomy laws should be removed from the UCMJ. SLIPPERY SLOPE.   | Jan 31, 2011 12:08 PM |
| 7  | unfortunately, I must check agree.  | Jan 31, 2011 10:11 AM |
| 8  | Doesn't matter what the public says. They do not have to deal with the impact it has at the platoon/squad level. They are not the ones that have to now convince a Marine/servicemember that everything they were raised to believe in the Bible now has to be disregarded because Congress says so, and to voice these opinions will end up in charges from the UCMJ. This law imposes the beliefs of a minority onto the majority. What is the next item on the political agenda? | Jan 31, 2011 8:27 AM  |
| 9  | If the public opinion of people, most of which are not in the military, were the only standard, then yes, it would be appropriate. But if the public opinion thought that Ford should sell their automobiles for only \$100.00 per car, Ford knows more about the business of selling cars and would clearly disagree with the popular opinion. In this case, Ford would go out of business if popular opinion were followed.   | Jan 28, 2011 10:00 PM |
| 10 | My opinion, there is no better time to correct this prejudice.  | Jan 27, 2011 3:35 PM  |
| 11 | Who cares what the American public thinks. Their not there on the front line when it really counts so why should their opinion matter.  | Jan 27, 2011 8:16 AM  |
| 12 | The "American Public" doesn't serve in combat situations where your life depends on the man next to you.  | Jan 26, 2011 5:29 AM  |
| 13 | The military should not be a slave to polls. The US military should do what will accomplish the mission and maintain troop welfare, ALL troop welfare.  | Jan 25, 2011 3:43 PM  |
| 14 | The polls indicate that our society as a whole does not believe that Homosexuals should have to hide their sexual preferences regardless of whether they wear a military uniform or not. The ones that oppose this are concerned more with with "good order and discipline" than they are with service members rights.  | Jan 25, 2011 2:12 PM  |

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- 15 The DoD does not (and should not) make or change policies based on popular opinion. Sixty percent of Marines surveyed (and 67% of combat arms Marines surveyed) feel that the repeal will have a negative impact on unit effectiveness. Jan 25, 2011 2:07 PM
- 16 A campaign promise to energize the gay vote in 2008 resulted in political pressure to repeal DADT. More consideration should have been taken to how the men and women in uniform feel about the repeal. Jan 25, 2011 12:50 PM
- 17 However, if a public opinion poll was taken today, it may also suggest that "overweight" civilians be allowed to serve in the military. Public opinion may not be the best argument to change the current law - especially if it may reduce unit cohesion of infantry units. Jan 25, 2011 12:41 PM
- 18 While I agree that DADT is a contradiction of public opinion and that the military (and the government as a whole) should be a reflection of societies values. I believe that implimentation of this repeal should be reserved to a time when the nation is not at war. While this is a political catch phrase it has validity in that it does take focus away from the mission, especially when it is addressed in a combat enviroment. Jan 25, 2011 10:24 AM
- 19 These people do not understand the military culture and the effects that forcing a progressive social agenda on those of us in the military will lead to. Jan 24, 2011 10:57 AM
- 20 Most people do not serve in the military. While the 1990's poll numbers may have shown that the policy paw in line with public sentiment, it does not folow that public sentiment was the correct reason to make military personnel policy decisions in 1993 or in 2011. Jan 24, 2011 5:45 AM
- 21 Again, if public opinion is all that matters, yes. But it's not all that matters. Jan 23, 2011 6:59 PM
- 22 Whether the polls in 2011 support or don't support open gay service, the military should be reflective of society and not discriminate against any one particular group. Note: Black or female integration wasn't "openly" received by the military either, but Congress and the President saw it as the "right" thing (morally/ethically) to do. Jan 21, 2011 3:52 PM
- 23 The public's opinion is slightly irrelevant on the matter because of the unique circumstances in the military that the public does not understand. It's comparable to taking a poll at a Coca Cola plant to determine what those employees think is the appropriate stock for 70 year old John Doe to invest in. Their opinions are irrelevant and unhelpful. Jan 21, 2011 10:21 AM
- 24 Americans? Why not all service members? The poll must skewed if the average Joe was asked. Jan 21, 2011 8:58 AM
- 25 I never believe polls unless I see the sample population used to conduct the survey. Jan 21, 2011 5:06 AM
- 26 The military is not ruled by wide ranging public opinion. It is an institution held to higher standards in all aspects of personal and professional life. It has uniquely different requirements than what the citizens of our country understand. Jan 20, 2011 3:31 PM
- 27 Why is any year appropriate to allow gays to serve openly? Jan 20, 2011 3:20 PM

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- 28 The answer to the question is yes, but the Armed Forces do not necessarily need to be subjected to the ebb and flow of popular opinion when National Security and military capability is at risk. Jan 20, 2011 2:40 PM
- 29 I disagree only due to the fact that it was a law that probably should have never been allowed to begin with. Discrimination is discrimination and just because you are willing to ignore it as long as it is not "in your face" does not mean that it is not discrimination. Jan 20, 2011 1:40 PM
- 30 All of the above from question one applies, now just complicate it with tough economic times in America, and my answer becomes amplified...he probably doesn't care. Jan 20, 2011 12:56 PM
- 31 It is not important what America thinks as a whole I think what is most important are those who actually serve on deployments and train with openly homosexual individuals. Civilians do not know the exact environment that service men and women work in so why should their opinion matter. Jan 20, 2011 11:46 AM
- 32 The question itself suggests that there is an appropriate year to repeal the law. It must be noted that the armed forces does not reflect 70% of Americans or even a majority. Members of the armed services tend to be more conservative, and their morality and ethics are and will continue to be different than the general public. Their strict standards of discipline and unit cohesion require them to operate apart from civilian standards of civil rights. Jan 20, 2011 11:03 AM
- 33 It doesn't matter what year it's repealed. Now is always the best time to do the right thing. Jan 20, 2011 10:32 AM
- 34 First of all this poll does not break down who voted, plus this does not reflect should homosexuals serve in a specific branch or MOS. The military is not a democracy and as a member of the military you lose some of your rights as a citizen. It is NOT a violation of civil rights to limit who is allowed to serve! We restrict individuals for having too many dependents, medical conditions, mental disease, disciplinary concerns (jail, selling drugs, belonging to a gang). Not every one should be allowed to serve in the military. Jan 20, 2011 9:48 AM
- 35 PUBLIC OPINION SHOULD NOT BE CONSIDERED FOR THE MILITARY WAY OF LIVE Jan 20, 2011 9:36 AM
- 36 As a servicemember that took the survey, I can affirm that the survey was single-minded and served only to affirm that DADT could be repealed at some point. Never once did it speak to the issue of WHEN it should be repealed. Wartime is never an appropriate time to make major policy shifts as it only draws away from the most important aspect - winning the war. Jan 20, 2011 8:46 AM
- 37 See the comments from question #1 Jan 19, 2011 11:43 AM
- 38 I don't buy these numbers either. I would dispute the statistical data or method of data collection Jan 19, 2011 10:47 AM
- 39 THE INMATES SHOULD NOT RUN THE PRISON. PUBLIC OPINION SHOULD NOT IMPLEMENT, CHANGE, OR REPEAL POLICY. Jan 19, 2011 9:04 AM

Page 3, Q2. Recent survey results examined by the Pentagon Report found that over 70% of Americans support allowing gay men and lesbians to serve in the military. Further, these polls report 60-75% of Americans support allowing gay men and lesbians to serve openly.

- 40 shows the moral degradation of our country...not a good thing. Just because public opinion has changed (largely due to indoctrination in public schools) doesn't mean we should do it. Jan 18, 2011 1:09 PM
- 41 I agree with the poll results, but not the decision. Jan 18, 2011 9:35 AM
- 42 See previous comment. Jan 14, 2011 6:51 AM
- 43 Concur - there has been a value shift in today's society that makes DADT, which was appropriate at the time it was enacted, an outdated policy in 2010/2011. Jan 12, 2011 12:25 PM
- 44 Perhaps... Jan 12, 2011 12:16 PM
- 45 If repeal is related solely to the general public then it seems that would be the case. The results of service members might cause me to answer differently based off the results of service members perceptions. I don't believe the general public understands nor has an appreciation of the specific living or working conditions of the armed services, or specifics dealing with certain branches. How the integration of the DADT repeal is conducted will have an effect on unit cohesion and close order discipline, in my opinion. Jan 12, 2011 10:05 AM
- 46 First, it must be recognized that polling is fundamentally flawed and does not adequately reflect the majority of the population for which it represents. Second, a more thorough look into the service branch and military occupational specialty should have been introduced to reflect a more accurate picture of active duty sentiment on this issue. Services that rely upon bonds forged while engaged in training and combat and whose members traditional view homosexuality as a moral issue are prone to react negatively to an openly homosexual man/woman within their ranks. Morality is strongly based upon religion and is deeply seeded into each man or woman's spirit. An intrusion into these principles of morality will be met with hostility and feelings of resentment. Jan 12, 2011 7:38 AM
- 47 Implementation should be a well thought out process instead of a quick reaction to the recent ruling. Jan 11, 2011 2:16 PM
- 48 Considering the fact that less than 1% of the American people serve in the Armed Forces, and even less so in direct combat roles, the American people have very little understanding of what is required of an individual, especially of a United States Marine in combat. The opportunity to serve in the military service is not an inherent right as some people claim. These decisions should be made by the individuals and groups who have a direct role in the training for and executing the Military's sole purpose, winning wars. Jan 11, 2011 1:00 PM
- 49 I think the public has no idea for the most part what it is like to serve in the military nor what impact it has on morality and core values relative to military service. Jan 11, 2011 11:49 AM
- 50 Homosexuality is wrong and immoral and should not be condoned by the Department of Defense. Jan 11, 2011 10:39 AM
- 51 I don't know the details of this poll. You can get a poll to support anything you want to prove. I tend to disagree with the probability of these poll numbers if asked directly to the average American, especially those away from the coasts. Jan 11, 2011 10:34 AM

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- 52 What is the percentage of those in favor of repealing the DADT law actually in the military? Jan 11, 2011 9:56 AM
- 53 They should be polling personnel that would actually be affected by this change and know something about it. Not Sally, who works for a maid service in Manassas or some Congressman who thinks he is mightier than thou; they have no concept of how homosexuals would assimilate in the military. Jan 11, 2011 9:43 AM
- 54 However, it should have been repealed in 1993 or never implemented in the first place. Jan 11, 2011 6:42 AM
- 55 Military service is not a social experiment. If someone in authority at the strategic level could adequately address peace-time housing issues, and how we have an increased possibility of detracting from unit cohesion and training in preparation to go to combat, then I would support repeal of DADT. What do you do with a servicemember that does not want to live w/ a gay servicemember? Force him to do so? What do you do with a bunk mate on a ship that does not want to live with a gay servicemember? Force him to do so? This issue was never adequately resolved. Consequently, commanders will be forced to make a trade off between preparing young men and women for combat and reconciling what will amount to courts-martial discrimination and abuse cases b/c we never successfully solved the housing issue and recruit people that absolutely, under no circumstances, want to live with someone with a different sexual orientation. As a country, we have no more money for extra barracks or larger ships. Allowing more junior servicemembers to live in town is not the answer--unit cohesion already suffers to an extent here. Small units that do the fighting will suffer. Repeal of a law that hinders preparation is time of war is simply misguided and naive. Jan 11, 2011 6:36 AM
- 56 These results were too general to be considered for a repeal of a law that could effect the lives of service members. The survey should have been given to a specific population and effected only that population of the military. Jan 11, 2011 6:36 AM
- 57 Appropriate year? Well, you'll never get 100% of folks to agree and it's a better political and social time than in the 1990s when we were still dealing with black/white issues in the barracks and intergrating women into co-ed barracks. Jan 11, 2011 6:27 AM
- 58 The opinion of the American public should have little or no influence on how the military operates. Jan 11, 2011 6:16 AM
- 59 DADT is a law governing military service. I believe the oppinion of the American public, most of whom never served in the military, is irrelevant. It's equivilant to having a carpenter tell a community of scientists how to do their job. Jan 11, 2011 6:13 AM
- 60 To implement changes such as this during wartime is wasting resources on the wrong subjects. Jan 11, 2011 5:41 AM
- 61 We are at war and have a hundred thousand service members deployed. This is not a time to mess around with this policy, especially when everyone deployed is living in tight living arrangements. I feel this law was repealed because a certain political party was in office and that was part of their campaign plan. Jan 11, 2011 5:23 AM
- 62 As we are still in the middle of a long fight against terrorism, with no foreseeable end in sight, the repeal of DADT will have detrimental effects on the services Jan 10, 2011 5:01 PM

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63	This suggests a generational change that was also discernable from the 1990s survey data; failure in this analysis cost the military nearly two decades of potential cultural transition and led to needless waste in further "research," personnel dismissals, and poorly written "Don't Ask Don't Tell" jokes on late night television.	Jan 10, 2011 5:00 PM
64	It does not matter what the American public thinks. The majority of Americans polled think we should not be in a war on terror in Iraq or Afghanistan. If given a choice most Americans would vote to do nothing in a global war on terror. The vast majority of Americans have not served, will not serve and have little idea of what military service is about.	Jan 10, 2011 4:45 PM
65	Again, I do not think the public understands what the negative effects of a breakdown of uniformity.	Jan 10, 2011 4:02 PM
66	The polls didn't reflect the military view on this subject.	Jan 10, 2011 2:41 PM
67	In question one you are asking about whether or not public sentiment was reflected in new law that was established (which could be coincidental), but in question two you are asking whether or not public sentiment should drive or justify the establishment of a new law.	Jan 10, 2011 2:41 PM
68	I have the same questions above.	Jan 10, 2011 2:26 PM
69	I disagree because at this moment we as americans are acting off of impulses. With the new president promoting change there are some that feel that this law needed to be changed. I feel that in the long run it will harm us as an organization. Their individuals that are not opened minded about homosexuality which will cause others to be subject to violence.	Jan 10, 2011 2:13 PM
70	Again, if that's what the polls show. What percentage of American service men and women support the same? I'll bet 75% of Americans would support women serving in front-line combat units...because they don't see what we see in combat. Uneducated "folks" shouldn't form the basis for something this important.	Jan 10, 2011 2:10 PM
71	I repeat; There is no voting on issues within the military. Polls do not dictate military policy and should not replace the chain of command. The political process since 1993 was an expensive game.	Jan 10, 2011 2:00 PM
72	This is a radical change to the Armed Forces; recommend the Armed Forces themselves be surveyed. My personal religious views prevent me from wanting to further endorse homosexuality.	Jan 10, 2011 1:56 PM
73	As long as they don't bring sex to the work place, just as heterosexual members shouldn't, it should not be a problem.	Jan 10, 2011 1:55 PM
74	I don't trust any of these polls. Now or then.	Jan 10, 2011 1:03 PM
75	70% of Americans don't represent those serving in uniform. I don't believe that b/c the avg American, w/out regard to how the military conducts business, should have not have been the sole justification for repeal of DADT.	Jan 10, 2011 12:15 PM
76	I do not believe unqualified/experienced individuals should affect policy.	Jan 10, 2011 7:09 AM

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77	I believe the subject of gay/lesbians in society is more accepted by the newer recruits.	Jan 10, 2011 6:50 AM
78	The military should not be a test bed for issues in the U.S. population. While the U.S. has loose morals, we are fairly up tight about sexual issues. We don't allow topless and nude beaches everywhere or in our magazines, like many other countries. Don't force changes based on sexuality when the population is so up tight about these issues.	Jan 10, 2011 6:48 AM

**Page 4, Q2. If you served with a known homosexual did you:  
(Check all that apply.)**

1	I had no physical evidence nor witnessed conduct necessary to prove that a fellow Marine I served with was a homosexual. I was neither interested nor felt obligated to ask questions of the individual, or to collect evidence necessary to confirm my suspicions to initiate a preliminary inquiry. If that makes me a bad Marine... so be it.	Feb 4, 2011 12:32 PM
2	In each of the four cases that I have seen in the past 13 years, I did not witness nor observe homosexual acts/actions. But, I knew from a reliable source or found out later that the individual(s) was gay.	Feb 4, 2011 10:27 AM
3	I never had anyone explicitly state they were homosexual or found them in a compromising position. If I had I would have been put in a dilemma between my belief that the Marine Corps Ethos tells us not to discriminate and the direct contradiction with the DOD policy.	Feb 4, 2011 10:19 AM
4	None of the above. The service member was going through a difficult personal time with a significant-other, and I gave him/her the same attention and assistance as I would have a heterosexual Marine who came to me seeking guidance or a listening ear. Personal issues and emotional issues affect a Marine's life and work performance, and should be acknowledged regardless of orientation or gender. If you sincerely care about your Marines and their well-being, it shouldn't matter who they are or what they look like. To quote a cliche of sorts: Homosexuals are people too. Loyalty, compassion and empathy don't need gender boundaries.	Feb 4, 2011 8:52 AM
5	Never given guidance pertaining to what qualified as evidence of homosexual conduct. A hunch do not qualify as evidence.	Jan 31, 2011 4:35 PM
6	A person's sexual orientation has no bearing on a person's capability/willingness to serve. In most cases I left it as DADT.	Jan 27, 2011 3:37 PM
7	I told the servicemember's brother who was also in our unit that he needed to tone it down a bit.	Jan 27, 2011 8:18 AM
8	None of the above.	Jan 26, 2011 12:37 PM
9	Couldn't ask and they couldn't tell	Jan 25, 2011 2:28 PM
10	I did none of these. The homosexual service member that I served with always carried herself in a professional manner. Although I never heard her talk about interest in either sex I did not suspect anything while we served together. I did not discover that she was a lesbian until she got out of the Marine Corps and I ran into her a year later.	Jan 25, 2011 2:16 PM
11	Did none of the above.	Jan 24, 2011 6:51 AM
12	All cases treated in conformity with the regulation, the JagMan, and AdSep Man. In most cases, investigations/findings/separations were kept discreet or avoided if possible, in accordance with regulation.	Jan 24, 2011 5:48 AM
13	Don't ask don't tell means if you know, you are not allowed to ask. I knew someone I was serving with was gay, however, he was never caught by me nor anyone else in homosexual acts. He didn't admit it until he departed the military.	Jan 21, 2011 9:05 AM

**Page 4, Q2. If you served with a known homosexual did you:**

(Check all that apply.)

14.	I knew he was a homosexual because he was caught attempting to sexually assault another man.	Jan 21, 2011 5:08 AM
15.	I did nothing because it doesn't matter if someone is gay or not.	Jan 20, 2011 6:57 PM
16.	N/A	Jan 20, 2011 6:37 PM
17.	In my case, the individual admitted that he had previously had a homosexual encounter prior to entering the military. I reminded the individual of the DADT and the military's stance on homosexuals serving within the military and finished the conversation at that point. No witch hunt was conducted.	Jan 20, 2011 1:53 PM
18.	I did not do anything to make him feel uncomfortable and advised him to keep his sexuality to himself as best he could. He eventually got out of the military because he wanted to be open about his sexuality and he was attracted to many of his male coworkers.	Jan 20, 2011 11:47 AM
19.	Homosexuals were very careful about their disclosure. Though I knew about who was homosexual through other people, they never directly disclosed that to me. Reporting procedures were so opaque that reporting violations of DADT was difficult.	Jan 20, 2011 11:05 AM
20.	I was in recruit training and all those that confessed to being a homosexual, were processed out.	Jan 20, 2011 10:38 AM
21.	One Marine in question was sheltered in the battalion due to her sexual orientation. Only issue was that on certain occasions she was protected and no disciplinary action was ever taken. She was an officer having a relationship with a SSgt. Eventually the Capt and SSgt both attained the next rank and were caught years later and the officer was dismissed from the service. The SSgt has since been promoted to 1stSgt.	Jan 20, 2011 9:51 AM
22.	I've never served with a "known" homosexual.	Jan 19, 2011 3:26 PM
23.	I have served with service members, that I believe to be homosexual. No service member has ever come to me personally and told me they were homosexual.	Jan 19, 2011 1:24 PM
24.	I have known several gay service members. At no time did I believe they should be investigated and discharged per DADT. Their professionalism and proficiency was my concern and on both levels, each individual excelled.	Jan 14, 2011 6:53 AM
25.	Did not care as it did not have an affect on the unit, our working relationship or mission accomplishment.	Jan 12, 2011 4:47 PM
26.	found out after the fact	Jan 12, 2011 3:47 PM
27.	I took no action because it was a non-issue. This Marine performed his duty well. Most who served with him knew he is gay and none of us cared.	Jan 12, 2011 3:43 PM
28.	He was a Navy Corpsman and not directly attached to my unit. The chain of command was aware of this.	Jan 12, 2011 11:55 AM

**Page 4, Q2. If you served with a known homosexual did you:**

(Check all that apply.)

- |    |   |                       |
|----|---|-----------------------|
| 29 | While I've never served with a "known" homosexual, I've certainly served with a few Marines who I think are homosexual. Therefore, along the guidelines of DADT, I did not report the knowledge to the chain of command, initiate an investigation etc.   | Jan 12, 2011 9:14 AM  |
| 30 | As an adjutant and legal officer I was responsible for the conduct of investigations into alleged homosexual conduct as well as for processing confirmed homosexuals out of the Corps administratively. Most times, the investigations were prompted by the service member coming forward with the information in an effort to leave the Marine Corps prematurely, particularly at recruit training and the entry level school to which I was assigned.   | Jan 12, 2011 6:08 AM  |
| 31 | Did not pursue the issue and ensured that no negative impact occurred.  | Jan 11, 2011 1:28 PM  |
| 32 | I have served with Marines and other service members who I knew to be gay, but I had no proof, so therefore I did not report any violations or counsel the Marines in any way.  | Jan 11, 2011 1:04 PM  |
| 33 | Nothing.  | Jan 11, 2011 11:34 AM |
| 34 | Homosexuals were in my chain of command and I did not feel at liberty to report them, especially when they are the ones who write my fitness reports.   | Jan 11, 2011 10:43 AM |
| 35 | My understanding of the DADT law is that homosexual orientation is not a problem. Homosexual conduct is a problem.  | Jan 11, 2011 10:00 AM |
| 36 | There were very strong suspicions, however he never 'came out' to anyone or was caught doing anything. It was kept quiet and he nor anyone else said anything about it.   | Jan 11, 2011 9:52 AM  |
| 37 | I was told as a friend and in confidence. I was honored to be trusted with such information. Their sexuality is not my business nor my story to tell.   | Jan 11, 2011 6:44 AM  |
| 38 | On question 1: I was never briefed on what I was supposed to do if I knew a gay in my unit. Did I have an obligation under DADT to report them, because I didn't. I have served with gays. I am proud to say I have an open mind. What I did do is ask them to keep their personal business to themselves because I was concerned for their welfare. They are good Marines, some with purple hearts, all serve honorably and never allow their personal lives to interfere with work...just like I ask my straights Marines to do.  | Jan 11, 2011 6:31 AM  |
| 39 | No Comment.   | Jan 11, 2011 6:20 AM  |
| 40 | DADT as far as I know means that I don't ASK someone what thier sexual preference is and they don't TELL me what it is. In the case where I worked with someone I KNEW to be homosexual, none of the above happened. In instances where they seemed to let thier homosexual conduct interfere in their professional life, I let them know (counselling) that there could be a problem if they continued and they thanked me for pointing it out and corrected the action. No further action was required. I need to point out here that I don't have a problem working with anyone considering themselves homosexual. Those I've worked with where I knew they were (having never been told by them), it was a non issue. | Jan 11, 2011 6:19 AM  |
| 41 | Not required.   | Jan 11, 2011 5:46 AM  |

**Page 4, Q2. If you served with a known homosexual did you:  
(Check all that apply.)**

- 42 I swore an oath to the Constitution of the United States of America; and my Hymn calls me to "fight for right and freedom." Active enforcement of DADT is incompatible with both. Jan 10, 2011 5:15 PM
- 43 That servicemember was fully capable of executing any and all tasks assigned to him. Honestly, the Marine Corps would have lost one of the best Marines had he been separated. His sexual orientation never affected his work or the workings of the unit. (He was not open about his sexual orientation) Jan 10, 2011 4:14 PM
- 44 This Marine was found guilty of sexual harrassment when he made a pass and touched another male Marine in an appropriate manner. That is how I came to learn of this Marines sexual orientation. Jan 10, 2011 4:03 PM
- 45 I also talked to the person about flaunting her ways in public. Jan 10, 2011 2:42 PM
- 46 The Marine had come to my unit already having been punished according to the UCMJ for sexual misconduct with another male Marine. Jan 10, 2011 2:16 PM
- 47 I just cared if they knew how to pull a trigger well. Jan 10, 2011 2:03 PM
- 48 Rumors of the Marine were spread about the Marine being a homosexual; it wasn't until after the Marines EAS'd that their sexual preference became public. Therefore, DADT worked to create an unbiasis atmosphere. Jan 10, 2011 1:59 PM
- 49 I really have no problem with it as long as there is no sex brought to the work place through fraternization, professional conduct, or other inappropriate relationships within a command. Measures to prevent bullying, hazing, and bigotry as well as cover ups should be initiated. Just as the DOD is appointing an SES level official to oversee sexual assault issues, DADT repeals should either be included in this or afforded additional support as well. Jan 10, 2011 1:57 PM
- 50 In the cases where I thought that a service member was gay, it was only based on rumors, which did not compell an investigation. In two cases, these Marines committed some type of act (violating DADT) which warranted an investigation and they were found to be homosexual and were discharged from the Marine Corps. In the other cases, I still do not know for sure if they were gay. DADT prevented further inquiry and I viewed that as a good thing. In other words, witch hunts were prevented from occuring every time someone was rumored to be homosexual. Jan 10, 2011 1:06 PM
- 51 While I knew/know homosexuals currently serving in the service, I never actively sought out means to have them removed from the service. When confronted with a situation that required action (i.e. a member actively seeking to inform of his/her homosexuality), I did take action as required by my duty. W/regard to a "sense of judgement" (quest 1), I felt that I did what I had to, but knew that the individual, regardless of sexual preference, could have continued to serve w/no issue. Jan 10, 2011 12:20 PM
- 52 The individuals in question were suspected/perceived to be homosexual, without proof ( which I wasn't looking for) I felt obligated to ensure no retaliatory action was taken because of the unit's bias against homosexuality. Jan 10, 2011 6:53 AM

Page 5, Q3. How much do you disagree or agree with the following:

1	This is going to be a huge issue in the line Bns.	Feb 8, 2011 4:50 AM
2	Implementation of DADT will negatively impact unit cohesion and combat effectiveness due to the culture we have cultivated (ie. use of homosexual terminology and slanderous comments are considered socially accepted).	Feb 4, 2011 12:37 PM
3	PDA needs to be tightened up in areas.	Feb 4, 2011 10:32 AM
4	Addressing PDA of homosexuals will prompt some form of harassment complaint.	Feb 4, 2011 9:24 AM
5	I think I agree, but don't remember in detail what the UCMJ covers in regards to PDA. I know base regulations usually have guidance on PDA, but can't remember if the UCMJ does.	Feb 1, 2011 4:37 AM
6	Sodomy is still contrary to the UCMJ.	Jan 31, 2011 4:39 PM
7	Article 125. Enough said.	Jan 31, 2011 8:30 AM
8	Many offenses can be covered under articles 92 or 134 of the UCMJ, but sometimes making the offense fit the article is a stretch. I imagine this will be the case here.	Jan 28, 2011 10:04 PM
9	The issue will not be the capabilities of the UCMJ rather it will be a person's execution of the UCMJ.	Jan 27, 2011 3:40 PM
10	The UCMJ has not place to establish any type of law that impedes what happens within the bedroom of a service member. A personal relationship is just that, a personal relationship. I am not familiar enough to comment on whether the articles within the UCMJ are sufficient to handle any cases of harassment.	Jan 25, 2011 3:47 PM
11	I have never seen anyone punished for inappropriate public displays of affection. I believe that the UCMJ will only come into play in extreme cases.	Jan 25, 2011 2:22 PM
12	The UCMJ does not make it a crime for two enlisted personnel of differing ranks (E-2 with an E-6) or officer personnel of differing ranks (O-2 with an O-5) to engage in unduly familiar relationships (i.e. fraternization). Repealing DADT will increase the likelihood of unduly familiar relationships as defined by the Marine Corps Manual, without rising to the level of a UCMJ violation for fraternization.	Jan 25, 2011 2:14 PM
13	Leadership will face tough decisions based on this repeal. When two Marines get in a fight (alcohol related or not), and one happens to be homosexual, the term "hate crime" is going to come up.	Jan 25, 2011 12:56 PM
14	The same rules that apply to heterosexual military members will and absolutely should apply to homosexual service members. If this becomes political in any way it WILL degrade the capabilities and cohesion of the force. My answers are based on the assumption that it will not become a political issue to prosecute a service member for improper sexual conduct regardless of sexual orientation.	Jan 25, 2011 10:27 AM
15	These tools are not always appropriately applied to heterosexual individuals.	Jan 25, 2011 5:47 AM
16	The articles under the UCMJ are already gender and sexual orientation neutral.	Jan 24, 2011 7:16 PM
17	Most of these areas are covered by regulation and order, not the UCMJ itself, so appropriate regulations will be needed.	Jan 24, 2011 5:52 AM

Page 5, Q3. How much do you disagree or agree with the following:

- 18 In theory it does. However the concern is cries of discrimination which have a potential for usurping normal chain of command through garnering unwanted public perception. The UCMJ does not adequately provide the CoC to deal with that. Jan 23, 2011 7:02 PM
- 19 The UCMJ is enforced by humans, who vary in what they care about and will or will not enforce. It's always been that way, it's not just applicable to DADT. Jan 21, 2011 1:50 PM
- 20 The UCMJ is obviously outdated in many ways. It has to be revamped, especially in the shadow of the repeal. Jan 21, 2011 9:09 AM
- 21 Right now it is not accepted to cross certain barriers; however with the ability to be open, it may facilitate the comfortability which may facilitate the arisal of more situations that may result from the comfortability. Jan 21, 2011 8:24 AM
- 22 Absolutely not: The UCMJ is now weakend to the point that other moral violations (adultery, etc) will soon be allowed. Jan 21, 2011 5:10 AM
- 23 The UCMJ will have difficulty aiding the commander when a homosexual thinks that they aren't being promoted/treated in a manner they think they deserve. The homosexual may then get public opinion on their side and bring "popular" pressure (civilian media) to bear on the unfortunate commander saddled with the issue. This will make the commanders unwilling to hold back or punish individuals who do not pass the standard and we will eventual promote and retain people due to their sexual preference rather than their ability to do the job. Jan 20, 2011 3:39 PM
- 24 While the tools may exists in the UCMJ to punish those Marines who break regulations, it does only that, punishes. The UCMJ does not prevent inappropriate conduct between male and female Marines it only punishes the Marine when he or she is wrong. Why would anything change when allowing openly gay service members? Jan 20, 2011 3:26 PM
- 25 With the repeal of DADT and allowing homosexuals to serve openly within the military will demand immature individuals to grow up. If homosexuals behave the same as heterosexual service members, there will still be numerous occasions where public displays of affection are permitted and unsolicited comments/harrassment may arise. The military has faced and still faces these issues from when the military integrated its ranks with minorities. Jan 20, 2011 2:00 PM
- 26 The UCMJ is outdated and needs a revision, especially in article 134. It does not make sense for homosexuality to be acceptable but adultery to be punishable. Clearly, sexual misconduct is regulated in the armed services, but allowing homosexuals to serve openly or in secret sends mixed messages on the meaning of "good order and discipline." Jan 20, 2011 11:14 AM
- 27 UCMJ will need to remove the sodomy. Jan 20, 2011 10:11 AM
- 28 Currently, sodomy is illegal under UCMJ! How do you handle open squad bay situations? When the shower facility is open and you have all the same sex in the same shower facility (recruit training) If a male was to watch a female take a shower he would get charged under the UCMJ. When you have a homosexual and they are checking out someone of the same sex, how do you provide the protection to both? Facilities is another issue under the law, what will a homosexual person rate for housing if they are married to same sex, to include death benefit. How do we provide family support to same sex? Jan 20, 2011 10:04 AM

Page 5, Q3. How much do you disagree or agree with the following:

29	Sodomy is a crime under the UCMJ. Change the law to support the policy and it will be a better tool.	Jan 20, 2011 8:49 AM
30	The UCMJ is sufficient in its capability to maintain good order and discipline.	Jan 19, 2011 10:52 AM
31	boot camp, shipboard life, base housing, BAH, recognition of marriage are just a couple of issues that need to be addressed with the appeal	Jan 18, 2011 1:11 PM
32	The MCM and UCMJ absolutely provide commanders with the power to adequately ensure the good order and discipline of a unit and the service in regard to the above concerns. The challenge will be to ensure equity, particularly among the senior leaders who are less likely to be as inclusive. I personally can't stand public displays of affection by any couple.	Jan 14, 2011 6:57 AM
33	I am not sure	Jan 13, 2011 1:37 PM
34	I don't know why it would be different for homosexuals.	Jan 12, 2011 12:21 PM
35	In my opinion DoD will have to relook what kind of sexual relationships and participatory actions it deems to be legal and appropriate (definitions and punishments that are levied on anal or types of oral sexual content that is consensual between two individuals).	Jan 12, 2011 10:06 AM
36	UCMJ probably needs to be updated to include specifics regarding homosexual relationships.	Jan 12, 2011 9:38 AM
37	Certain homosexual acts are still punishable under the UCMJ so until they change the law then there is a cloud over proper personal relationships.	Jan 11, 2011 11:52 AM
38	Homesexuality is an abomination and is wrong in all cases. It should not be allowed in society, let alone the military. No one in the military should be forced to accept anyone who openly practices homosexuality, and this will have a detrimental effect on leaders forced to enforce an immoral law.	Jan 11, 2011 10:40 AM
39	Service members must conduct themselves in a professional manner regardless of their sexuality. However, the Marine Corps Birthday Ball and other celebrations with significant others will follow the social norms of love.	Jan 11, 2011 6:51 AM
40	Sodomy is still a crime under the UCMJ. What if a member wants to cross dress. That is not proper civilian attire. What if a member feels that they are truly a member of the opposite sex and wants to use those facilities, etc..	Jan 11, 2011 6:41 AM
41	Not the current version of the UCMJ.	Jan 11, 2011 6:33 AM
42	The UCMJ will have to be amended to cover the above topics. Clear cut direction is needed for everyone in dealing with seeing members of the same sex together. Many will be disgusted by it so it will help to have the rules laid out in the UCMJ on what is acceptable and what is not.	Jan 11, 2011 5:30 AM
43	The UCMJ needs refinement, or at the very least leaders require additional guidance IRT implementing the repeal of DADT.	Jan 10, 2011 5:26 PM
44	Isn't Sodomy a violation under the UCMJ? Isn't this an accepted part of a homosexual lifestyle?	Jan 10, 2011 4:49 PM

**Page 5, Q3. How much do you disagree or agree with the following:**

45	I don't believe the UCMJ provided the tools to address "proper personal relationships" prior to repeal.	Jan 10, 2011 3:12 PM
46	The lawys don't make it clear now how to proceede with possible NJP and I feel wen the policy is in place it wont be clear then.	Jan 10, 2011 2:45 PM
47	The tools are there, to include the required training, yet, most cases, the training is not taken as seriously as it should be.	Jan 10, 2011 2:29 PM
48	I feel the UCMJ isn't prepared to handle an issue of this nature. How can you subject someone to the UCMJ when they are allowed to openly serve and show their significant other affection.	Jan 10, 2011 2:17 PM
49	DADT is the tip of the iceberg. We (military) do not do a good job of dealing with the relationships between men and women, regardless of sexual orientation. Any policy that attempts to promote "justice and harmony" for all must address all relationships, not just those of gay service members.	Jan 10, 2011 2:14 PM
50	This is a ridiculous scenario.	Jan 10, 2011 2:06 PM
51	Don't have confidence in most leadership to appropriately handle these issues.	Jan 10, 2011 1:59 PM
52	The UCMJ is clear on conduct.	Jan 10, 2011 1:11 PM
53	I'm sure that the UCMJ properly covers this. Although not related to the question...I feel that the majority of homosexuals who are free to express their homosexuality w/the repeal of DADT, will have no effect on current mission accomplishment. I belive the proponderence of "issues" will come from those 2-3% of individuals who intentially act in a manner to garner attention (i.e. public displays of affection) and prove a point that will be the issues that will cause problems.	Jan 10, 2011 12:24 PM
54	The UCMJ has antiquated rules concerning personal relationships that we have been violating/selectively using long before DADT became an issue (cohabitation and the missionary position).	Jan 10, 2011 7:01 AM
55	There are alot of "what ifs" out there that will require a standard approach that must be clarified by higher to ensure consistent standards are enforced.	Jan 10, 2011 6:57 AM
56	We haven't even scratched the surface on PDA	Jan 10, 2011 6:56 AM
57	The UCMJ provides the baseline necessary tools, but further directives will have to be released. Currently males cannot be in female barracks rooms and vice veras due to sexual issues. Not sure how we can allow same sex homosexuals to be in the same room with the same sexual issues.	Jan 10, 2011 6:56 AM

**Page 7, Q1. I believe open homosexuality is incompatible with military service because.  
(Check all that apply.)**

1	There will be flare-ups of incidents from the few closed-minded individuals within the Marines Corps, whom are not used to it.	Feb 4, 2011 10:34 AM
2	As with everything else, the Junior Officers and NCOs will bear this burden...whatever it may be if anything	Feb 1, 2011 5:29 AM
3	the proponderance of bloodshed on the battlefield (possible HIV infection)	Jan 31, 2011 5:29 PM
4	the issue of HIV and combat training/execution has not been addressed	Jan 31, 2011 10:16 AM
5	Th repeal of DADT simply makes one's beliefs more important than the others. The proponents of DADT believe that those that the opponents need to change their mindset and be more accepting of the belief that homosexuality is okay. When in fact the proponents are simply doing the exact same thing to the opponents by telling them that their beliefs that homosexuality is wrong and that their beliefs are wrong. How is this any different? Quite simply, the proponents beliefs are deemed acceptable and right because of politics and a campaign promise.	Jan 31, 2011 8:38 AM
6	I believe a aspects of sexuality are personal and should remain that way.	Jan 27, 2011 3:41 PM
7	I do not believe homosexuality is incompatible with military service.	Jan 26, 2011 12:42 PM
8	It can create relationships that are bonded in romantic love, which can be stronger than the bonds of camaraderie.	Jan 26, 2011 9:02 AM
9	While open homosexuals will impede mission accomplishment and degrade unit cohesion, as a Marine officer, I will abide by and uphold the law.	Jan 25, 2011 2:18 PM
10	I believe it is NOT an impediment as long as homosexual and heterosexual service members are treated the same. Many of the arguments being discussed today are the exact same arguments that were made against African Americans in the 1930's and 1940's.	Jan 25, 2011 10:28 AM
11	I don't believe they are incompatible with military service, but like any change ... it will cause problems and be a distraction	Jan 23, 2011 7:03 PM
12	I don't have a problem with gay or lesbian people. We don't put women into combat arms for certain reasons. Why would it be okay to put an emotionally attached gay man into a combat arms MOS? It's not okay, it will cause many issues if there are more than one openly gay men in a platoon of infantry Marines.	Jan 22, 2011 5:37 AM
13	Military culture is one where we trust our leaders to lead us and our brothers to have our backs. We shouldn't be worried that our leaders are hitting on us or trying to sleep with us. The repeal detracts from our focus on warfighting for the sake of political correctness.	Jan 21, 2011 10:30 AM
14	I believe they (homosexuals) should be treated as females when it comes to combat arms; although, there are some very though men that are homosexual, if allowed in combat arms, relationships would brew causing difficult situations and decisions that do not belong on the battle field wheather training or the real thing.	Jan 21, 2011 9:15 AM

**Page 7, Q1. I believe open homosexuality is incompatible with military service because:  
(Check all that apply.)**

- |    |   |                       |
|----|---|-----------------------|
| 15 | the topic allows for personal emotions to become mainstream and the military does not have the time to address each service members personal emotions.  | Jan 21, 2011 8:25 AM  |
| 16 | The issue is not compatibility, but of implementation issues during combat operations.  | Jan 20, 2011 2:47 PM  |
| 17 | I think eventually homosexuality will be accepted amongst military personal, but initially it will be awkward for those who deploy together and are around each other in intimate situations. Such as showering.  | Jan 20, 2011 11:51 AM |
| 18 | Homosexuals, to a large degree, bring promiscuity, disease, and flamboyancy to public discourse.  | Jan 20, 2011 11:16 AM |
| 19 | The separation of male-straight, male-homosexual, female-straight, and female-homosexual is a large challenge that will have to be solved before the acceptance of homosexuals.   | Jan 20, 2011 10:15 AM |
| 20 | Homosexuals will add chaos to providing good order and discipline. Currently, no law segregating them as a race. Which adds a new dimension of how to handle disciplinary action and supporting a separate group within the military.   | Jan 20, 2011 10:07 AM |
| 21 | The bottom line is that the majority of the service does not serve in a combat environment. Therefore, they have little to no perception of the sanctity of intangible qualities like personal space, and trust amongst servicemembers.   | Jan 20, 2011 8:51 AM  |
| 22 | I think it will create a problem during boot camp as well as barracks living, because now you have to spend time trying to make sure that recruits aren't being harassed in the shower or field allegations of sexual harassment whether true or false and it will take away from the recruit training mission as well. Having to entertain these allegations true or false. Also now you have to come up with separate living arrangements which impedes on the money the military is lacking already.   | Jan 19, 2011 12:11 PM |
| 23 | <b>DIFFICULT AND COSTLY LOGISTICAL DECISIONS TO BE MADE</b>   | Jan 19, 2011 9:09 AM  |
| 24 | Will take us out of our comfort zone...   | Jan 13, 2011 6:47 PM  |
| 25 | Increase in man on man rape   | Jan 13, 2011 1:38 PM  |
| 26 | i believe the biggest part will be sexual assaults will go up   | Jan 12, 2011 4:01 PM  |
| 27 | Logistics   | Jan 12, 2011 11:43 AM |
| 28 | Many of our service members, particularly in the enlisted ranks, come from conservative backgrounds. Many in the combat arms come from very machismo backgrounds. The integration of openly homosexual members of the greater society could cause significant friction at the smaller unit level. Military leaders will do what is ordered and work integration and implementation in a professional manner (in my opinion), however, our services being a micro society with its unique customs, traditions, and beliefs might experience friction that will adversely affect mission focus. | Jan 12, 2011 10:12 AM |

**Page 7, Q1. I believe open homosexuality is incompatible with military service because:  
(Check all that apply.)**

29. I don't want to see open sexual relations between heterosexuals either- public displays of affection have no place in the barracks, and I wish we would confront the issue from that perspective vice making it a solely homosexual issue. We need to maintain good order and discipline in our ranks, period. That means NO SEX IN THE BARRACKS. Jan 12, 2011 6:11 AM
30. Personal relationships and sexual tension between male members of an infantry unit will severely hamper the individuals involved abilities to accomplish their missions without giving undue attention to their partners. Jan 11, 2011 1:13 PM
31. The military and military action are based upon a Judeo-Christian moral foundation in our country, and the open acceptance of homosexuality is diametrically opposed to this foundation. Jan 11, 2011 10:42 AM
32. Homosexuals will not foster the commraderie and trust essential in combat. Jan 11, 2011 10:01 AM
33. There will be yet another "quota" for a minority in recruiting/retention. Further degrading the ideal of having a meritocracy within the military. Jan 11, 2011 6:43 AM
34. Anyone who thinks homosexuality is "anathema to military service" should probaby ensure they don't spend too much time citing the military glories of Sparta and Ancient Greece. Jan 10, 2011 5:30 PM
35. Homosexual lifestyle is incompatible with conservative military culture and family values. Jan 10, 2011 4:51 PM
36. The repeal of DADT is an invitation to degrade uniformity and foster individualism. Jan 10, 2011 4:08 PM
37. Problems will arise when or if they try to clearly influence others with their sexuality. Jan 10, 2011 2:46 PM
38. Open homosexuality is fully compatible with "modern" military service. Jan 10, 2011 2:33 PM
39. I think that you need to change the culture of the military, which will take time. Eventually homosexuality could be compatible with military service. Jan 10, 2011 2:31 PM
40. I personally have nothing against homosexuals. I feel that others aren't mature enough to handle homosexuality. Jan 10, 2011 2:19 PM
41. I can't believe we are spending money with this survey. Waste of resources. Jan 10, 2011 2:08 PM
42. Homosexuality is counter to the existence of life. In other words, it can be viewed as a sexual perversion, which is contrary to good order an discipline when a leader at any level is known to be homosexual. Jan 10, 2011 1:14 PM
43. The problem w/this question is the word "open." Please define open. Once homosexuals serve "openly," there would still have to be limitations/regulations on how they could/could not conduct themselves both while in uniform and not in uniform - similar to those public displays of affection that are not allowed in uniform now (i.e. walking hand in hand w/partner while in uniform is not allowed). Jan 10, 2011 12:27 PM
44. None. Jan 10, 2011 7:17 AM
45. None of the above. It is a logistic nightmare, but that can be resolved. Jan 10, 2011 7:03 AM

**Page 8, Q1. The Support Plan for Implementation repeatedly states that the "most critical predictor of successful implementation" of the repeal of DADT will be effective leadership at all levels of the chain of command.**

- |    |   |                       |
|----|---|-----------------------|
| 1  | This has to be handled by individuals do not make this a "Leadership" issue and make the Marines go to classes. They will not listen.   | Feb 8, 2011 4:55 AM   |
| 2  | Reminding Marines that they swore to support the Constitution of the United States of America. Providing commanders with procedures for barracks related issues that will surface upon implementation. And somehow provide the appropriate level of training in a manner that does not further impact tactical level commanders who are already burdened with training and administrative requirements.   | Feb 4, 2011 12:48 PM  |
| 3  | Not overwhelming force with "sensitivity training", but good mentor counseling/small group discussions, led by competent CoC leaders.   | Feb 4, 2011 10:38 AM  |
| 4  | Leaders at all levels, and especially the lower command levels need to set the right command climate of professionalism on a daily basis.   | Feb 4, 2011 8:56 AM   |
| 5  | None, conduct business as usual. Use appropriate disciplinary measure for those disrespecting others.   | Feb 3, 2011 10:20 AM  |
| 6  | Commanders who feel conflicted about the repeal of DADT simply need to re-read their "marching orders", i.e. the rule of law and the Oath of Office they take upon enlistment. A commander who is honest and judicious and acts with integrity will enforce the UCMJ without prejudice or bias.   | Feb 1, 2011 5:45 AM   |
| 7  | I think living and hygiene facilities are going to be the biggest hurdle. The Support Plan mandates that leadership respect the privacy requests of those that do not want to share a barracks room with a member of the opposite sexual preference. In order to respect that request, often someone will have to move out of the barracks and be given BAH due to barracks limitations. I wouldnt want to have to decide who moves out. I think more barracks will mitigate the problem. | Feb 1, 2011 4:47 AM   |
| 8  | Give leaders extra money to deal with this crap.  | Jan 31, 2011 12:19 PM |
| 9  | Strict guidance from higher. The leaders that do not agree with the DADT repeal will be more inclined to follow through if they believe they have no other options..  | Jan 31, 2011 8:53 AM  |
| 10 | I think what they are saying is that the degree to which the plan will be implemented is the relative to the number of career men they can get in command that will push the new policy forward wholeheartedly so their careers will survive.   | Jan 28, 2011 10:12 PM |
| 11 | This must be done by small unit leaders. The Marine Corps as a whole should provide guidance and then allow the Company Grade officers the ability to supervise and ensure implementation. The bigger deal HQ makes out of it, the harder it will be to implement.  | Jan 26, 2011 5:37 AM  |
| 12 | Clearly understand that certain religious beliefs strongly deem that homosexuality is paramount to blasphemy. We can't, in our attempt to implement the repeal of DADT, alienate or, worse yet, punish those that will struggle with the change.  | Jan 25, 2011 4:00 PM  |

**Page 8, Q1. The Support Plan for Implementation repeatedly states that the "most critical predictor of successful implementation" of the repeal of DADT will be effective leadership at all levels of the chain of command.**

13	Active, possibly even intrusive leadership at first. Unit/Command policies must be clearly known, and an effective domicile plan must be in place for appropriate housing/barracks. Additionally, the possibility of discrimination must be addressed.	Jan 25, 2011 12:37 PM
14	Change can be painful. It is all about setting the example and embuing the appropriate mentality towards any situation. Leadership will likely set the tone.	Jan 25, 2011 5:53 AM
15	Leaders/commanders should be offered training on how to recognize problems that may arise with the repeal of DADT and training on how to best deal with those problems.	Jan 24, 2011 11:17 AM
16	Clear general orders and regulations.	Jan 24, 2011 6:04 AM
17	Some kind of protection against highly publicized accusations of discrimination based on homosexuality. That's the biggest concern as a small unit leader - that we are defenseless against whoever can whine and cry the loudest with the greatest amount of media coverage.	Jan 23, 2011 7:13 PM
18	Educating leaders how to handle difficult or questionable situations. Educating troops of what the repeal means and what they can and can't do.	Jan 21, 2011 10:39 AM
19	There is no approach that will undo years of proper, moral upbringing by God-fearing parents.	Jan 21, 2011 5:23 AM
20	I think that on paper we can make it a reality, but that in reality it will give us continuous problems. The military is not a social experiment. You either fit in to the structure or you find employment elsewhere.	Jan 20, 2011 4:32 PM
21	Simply put, no discrimination will be tolerated. Gay servicemembers will be treated equally and judged by their job performance. They should neither be catered to nor allowed to use their newly-minted status for ensuring promotion in spite of poor performance. Avoid affirmative-action in selecting gay servicemembers and do not actively recruit them as we do with different races.	Jan 20, 2011 2:57 PM
22	Zero tolerance for harassment and commentary from those amongst the ranks that disagree with the policy.	Jan 20, 2011 2:43 PM
23	Talking to the Marines of a small unit about maintaining professionalism, respect for each other, and work to maintain our Corps Values of honor, courage and commitment (trust).	Jan 20, 2011 1:11 PM
24	Service members need to read the law and regulations regarding the new policies. It must be short and concise. They need to know exactly what is acceptable under the new policy without prolonging the discussion in a group setting. Many service members still feel homosexuality is immoral, so the discussion must not attempt to persuade them, in any way, to believe homosexuality must be accepted as a moral imperative.	Jan 20, 2011 11:29 AM
25	Add new articles under UCMJ to provide details on crimes against or provide disciplinary infractions to give guidance on how situations will be handled	Jan 20, 2011 10:33 AM

**Page 8, Q11. The Support Plan for Implementation repeatedly states that the "most critical predictor of successful implementation" of the repeal of DADT will be effective leadership at all levels of the chain of command.**

26	A scheduled, phased introduction, not an immediate mandate. Additionally, provide the logistical support that will make servicemembers more comfortable with the idea, i.e. reduced burden on billeting, and more privacy initiatives.	Jan 20, 2011 9:06 AM
27	Leadership will help stop large discrimination from happening, but the overall success of implementation will be based on exactly how many homosexuals are integrated into the services and how fast they are integrated.	Jan 20, 2011 8:42 AM
28	If the study conducted by the DOD states a majority do not believe homosexuality will affect mission accomplishment or good order and discipline, no tools will really be needed. No extra classes. Nothing. The UCMJ will keep servicemembers in check.	Jan 19, 2011 11:20 AM
29	Open discussion (guided) amongst all ranks	Jan 18, 2011 9:49 AM
30	I believe the Marine Corps is the most professional military service in the United States. Classes and practical application exercises to develop and reinforce basic leadership principles, skills, and ideals will be enough to ensure our service continues to serve as the epitome of a professional warrior. The institution of more annual training classes designed to "force" the acceptance of homosexuals, will only highlight the idea that we must "accept something that is different." Our current Equal Opportunity training will suffice.	Jan 14, 2011 8:10 AM
31	I believe that discussions of sexuality are a distraction and should be minimized. We already teach Marines that it is improper to harass women, discriminate against minorities, or otherwise mistreat each other. Homosexuals should be treated just like any other Marine in terms of protection under the law. I believe it would be a great mistake to amend the UCMJ to include "hate crimes" or some such provision. The effect of this would be to highlight a difference between Marines and would likely lead to an increase in disciplinary problems. Treat all Marines equally.	Jan 12, 2011 4:03 PM
32	It will be difficult, but if the change is mandated then leadership will adjust or they will most likely find themselves out of a job.	Jan 12, 2011 12:59 PM
33	Leadership emphasis on impartiality, justice and fairness to all irrespective of personal beliefs, as well as quick, decisive, appropriate action taken against any discipline incidents that occur as a result of repeal.	Jan 12, 2011 12:36 PM
34	I think there needs to be a clear view that American service members can express their views about homosexuality, even if they are negative. I don't have to agree with someone to serve with them, but if you tell me that I have to praise a decision and lifestyle that I feel is immoral then you have done nothing more than censure your own members for a small minority.	Jan 11, 2011 12:20 PM
35	Leadership...through communication and example.	Jan 11, 2011 11:53 AM
36	Implementation will require the selective removal of the moral compass of many military leaders.	Jan 11, 2011 10:53 AM

**Page 8, Q1. The Support Plan for Implementation repeatedly states that the "most critical predictor of successful implementation" of the repeal of DADT will be effective leadership at all levels of the chain of command.**

37	Leadership from the CMC to the fire team leader is critical in making the transition as smooth as possible. Company grade officers must be the backbone for enforcing an environment of equality and hold the SNCO's accountable for the way they may or may not treat openly gay service members.	Jan 11, 2011 7:07 AM
38	Shut up and color.	Jan 11, 2011 6:53 AM
39	I think we have the policies and training in place to account for this we simply need to address homosexuals now. Honor, Courage, Commitment. Sexual Harrassment training, etc. I don't think we need a class on what a gay person is or what they do or why they are special...they are Marines. We respect each other by rank and then ability.	Jan 11, 2011 6:45 AM
40	UCMJ direction is needed, right or wrong needs to be black and white with no gray areas.	Jan 11, 2011 5:43 AM
41	Leaders workshops, potentially guided by Flag or General Officers, would be of great assistance.	Jan 10, 2011 6:11 PM
42	-What rights do servicemembers have that do not agree on moral/religious grounds? -Family Housing policy for same sex couples, if this is not allowed, then gays are still being discriminated against. -Are same sex couples considered legal dependants for BAH, benefits etc?	Jan 10, 2011 5:03 PM
43	When leading an organization through any significant change, leaders at all levels must embrace the decision as if it were their own.	Jan 10, 2011 2:58 PM
44	I would have homosexuals come and have discussions with the Marines to squash the perception. I recommend that small unit leaders have guided discussions about the topics, let the young Marines voice their concerns, (if any).	Jan 10, 2011 2:47 PM
45	- Strong leadership needs to be particularly focused at the battalion level, and specifically within the combat arms. A commander's/leader's understanding of military culture and subcultures within their respective organizations and how that may have an impact in their adjustment of the command climate is vital during the implementation process.	Jan 10, 2011 2:47 PM
46	Training and classes. I believe education is the only thing that will truly teach individuals. Leadership is critical in the implementation of the repeal of DADT.	Jan 10, 2011 2:35 PM
47	Leadership is critical in any policy change. Dumb question.	Jan 10, 2011 2:30 PM
48	How is this different than anything else?	Jan 10, 2011 2:26 PM
49	As General Conway stated, it will be the leadership that will be required to make this work. Education will be the key and homosexual awareness will need to be imbedded into the sexual harrasment training as well as other annual training requirements.	Jan 10, 2011 12:37 PM
50	Changes to billeting arrangements. A delay in the timeline to allow the services to build appropriate billeting.	Jan 10, 2011 7:06 AM

**Page 8, Q1. The Support Plan for Implementation repeatedly states that the "most critical predictor of successful implementation" of the repeal of DADT will be effective leadership at all levels of the chain of command.**

51     Unfortunately, I think it will run the gamut of total protection, followed by the harsh disciplining of the 1% that will resist policy, renewing the policy, then eventual normalization (post generation change).

Jan 10, 2011 7:04 AM

Page 8, Q2. The Support Plan for Implementation recommends that the key message of implementation of the DADT repeal be "Leadership-Professionalism-Respect." More specifically: 1) "Leadership matters most." Leaders at all levels will set the example and demonstrate full commitment to DOD...

- |    |   |                       |
|----|---|-----------------------|
| 1  | "leaders at all levels will set the example and demonstrate full commitment to DOD policy" - It would be against my religious beliefs to give full commitment to this policy  | Jan 31, 2011 5:42 PM  |
| 2  | This statement implies that the leadership does not follow their oath of office or enlistment and targets leadership as the problem.  | Jan 31, 2011 4:51 PM  |
| 3  | Simply words from the left-wing -- hiding behind professionalism instead of morality.   | Jan 31, 2011 12:19 PM |
| 4  | RESPECT- must also be provided for those that are not homosexual and do not wish to be at an unnecessary risk of contracting HIV through combat training or execution with homosexuals that are at a much higher risk. What happens when a self-pronounced gay starts bleeding during trainig? buddy-aid?   | Jan 31, 2011 10:28 AM |
| 5  | Whether we "check the box" in regards to harassment training etc does not mitigate the desire an individual may have for another of the same sex and will lead to issues. Just like there is training inn regards to woman and sexual relations on ships. Women still get pregnant because there is no amount of leadership, discipline or training that can completely mitigate this natural desire.         | Jan 26, 2011 9:21 AM  |
| 6  | This is no different than what I would expect of my subordinates anyway.  | Jan 26, 2011 5:37 AM  |
| 7  | As leaders, we have the obligation to enforce rules and regulations. Regardless of our personal feelings, we must set the example and encourage others to do so.  | Jan 25, 2011 1:08 PM  |
| 8  | Basically, we have to do what we are told or suffer the consequences. If we do not like the repeal than we are dishonoring the United States, the Constitution, and ourselves.  | Jan 21, 2011 9:48 AM  |
| 9  | Those quotes are politically correct, bullshit cliches.   | Jan 21, 2011 5:23 AM  |
| 10 | With any fundamentally flawed idea, no matter how well you plan, you will have failure. The constitution says nothing about supporting homosexuality.   | Jan 20, 2011 4:32 PM  |
| 11 | These traits were already present in the Corps. Why is that when openly gay people are allowed to serve that these traits are stressed when they already are focused on to begin with?  | Jan 20, 2011 3:47 PM  |
| 12 | I agree, but also am realistic enough to know that there are already issues that are young Marines face within the barracks currently. With this added piece, leadership at the lower levels will be the challenge.   | Jan 20, 2011 2:43 PM  |
| 13 | ditto...see above..   | Jan 20, 2011 1:11 PM  |
| 14 | Part 2, the focus on professionalism, must not only execute professional obligations but professional CONDUCT. It will be the conduct of homosexuals that will come under most scrutiny. If they bring flamboyance or overbearing sexuality into the workplace, it will disrupt cohesion and make solutions difficult, since the focus will be on preventing discrimination rather than enforcing good order. | Jan 20, 2011 11:29 AM |

**Page 8, Q2: The Support Plan for Implementation recommends that the key message of implementation of the DADT repeal be "Leadership-Professionalism-Respect." More specifically: 1) "Leadership matters most." Leaders at all levels will set the example and demonstrate full commitment to DOD..."**

15	This ignores the FACT that Marines, particularly combat arms Marines, greatly benefit from knowing that a fellow Marine or a senior Marine is not sexually attracted to them. Even if a homosexual were to not show any signs of sexual attraction to a Marine, the fact that the homosexual is serving openly, makes it a very uncomfortable situation for Marines to serve in and severely degrades the trust in units that MUST trust each other fully.	Jan 20, 2011 8:42 AM
16	Haven't we always preached this message? This is nothing new!	Jan 19, 2011 11:20 AM
17	N/A	Jan 18, 2011 9:49 AM
18	I would be interested to see how racial integration was handled, and what "lessons learned" could be applied to this instance. Additionally, several European militaries recently dealt with this issue, and I understood it to be a Y2K-like "non-event;" these examples could provide additional lessons learned.	Jan 12, 2011 12:36 PM
19	This describes the "what". It does not describe the "how".	Jan 12, 2011 12:12 PM
20	I believe there will be unique situations of attempted non-compliance, or disruptive attempts by a few. By in large that military enjoys having in its ranks true professionals that will support implementation. However, to many conservative leaders this might be one of the most challenging in there careers due to fact it is not within their personal beliefs in moral behavior.	Jan 12, 2011 10:33 AM
21	Regardless of personal attitudes toward homosexuals serving in the military the overwhelming majority will maintain their professionalism and carryout their orders. Harassment and discrimination are also contrary to good order and discipline. Every good leader recognizes this fact and the need to insure every Marine is respected, challenged, and welfare closely guarded.	Jan 12, 2011 8:27 AM
22	Leaders should be following the guidelines above regardless of DADT repeal.	Jan 11, 2011 2:40 PM
23	How can you demonstrate a full commitment to a DOD policy that violates the core of your morality and right and wrong. Basically this sentence again says to shut your mouth and take it, the DOD will legislate your morality. If you don't like it you can stop serving your country so a few others can be offered the opportunity to serve.	Jan 11, 2011 12:20 PM
24	A sexy (can I say that?) way of saying "Shut up and color."	Jan 11, 2011 6:53 AM
25	Just like I said, but better.	Jan 11, 2011 6:45 AM
26	It's as good as anything else. Regardless of the slogan or buzzwords that are selected to encapsulate the DADT repeal, there will be a portion of service personnel that will disagree with this policy. Like any policy or order that is controversial, it will require discipline and leadership to implement.	Jan 11, 2011 5:54 AM
27	This is right on the money for implementation.	Jan 11, 2011 5:43 AM
28	Put up or shut up is the policy.	Jan 10, 2011 5:03 PM

Page 8, Q2. The Support Plan for Implementation recommends that the key message of implementation of the DADT repeal be "Leadership-Professionalism-Respect." More specifically: 1) "Leadership matters most." Leaders at all levels will set the example and demonstrate full commitment to DOD...

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- 29 1) agree with this specification 2) to support and defend the Constitution... forgot the "under God" part of the oath. 3) "Discrimination" is necessary for living arrangements in barracks and in the field to respect individuals privacy. I have not heard of a plan that addresses this issue. Jan 10, 2011 3:03 PM
- 30 - To be successful commanders must create an "open" and positive climate/environment that allows servicemembers who are gay to serve openly - as it is with females serving in the military. It is not enough for the commander to simply create a climate that just "protects" the servicemember. Jan 10, 2011 2:47 PM
- 31 This would be a great foundation to build upon. Jan 10, 2011 2:35 PM
- 32 "Leadership-Professionalism-Respect" is what the military achieves on a daily basis. Redundant. Next question. Jan 10, 2011 2:30 PM
- 33 Don't we already do this? Why would it change? Jan 10, 2011 2:26 PM
- 34 Leadership cannot stop all ill intentioned personnel. Jan 10, 2011 7:06 AM
- 35 A lot of words that sound great don't change the generation... Jan 10, 2011 7:04 AM
-

**Page 8, Q3. The Support Plan for Implementation recommends that emphasis should focus on "behaviors not attitudes." In other words, implementation "should emphasize that no service member is being asked to change his or her personal beliefs" on DADT or homosexuality but that disrespect, ...**

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|----|--|-----------------------|
| 1. | I am hopeful that this is correct. I fear that people who do not change their personal beliefs will be adversely affected in their career. I do not believe that disrespect, or harassment is justified; but "discrimination" is an all too squishy of a term. Almost anything could be considered discrimination.   | Jan 31, 2011 5:42 PM  |
| 2  | Political Correctness has run amuck in the civilian sector to the extent that religious beliefs are not tolerated by the very people who claim to be tolerant. This is another form of attack towards religious persons.   | Jan 31, 2011 4:51 PM  |
| 3  | Behavior is born of beliefs. This turns us all into pansies.   | Jan 31, 2011 12:19 PM |
| 4  | Are these members that disagree with it able to speak freely about their disagreement? Or will this be considered harassment and punishable?   | Jan 31, 2011 8:53 AM  |
| 5  | No action the Marine Corps can take on this issue will deal with the religious or moral points of view.  | Jan 25, 2011 4:00 PM  |
| 6  | DOD policy will not change my religious beliefs.   | Jan 25, 2011 3:03 PM  |
| 7  | Service members will be forced into awkward situations which will bring about discussions about moral and religious concerns. Given that Christians, Muslims, and Jews all doctrinally believe that homosexuality is wrong, the likelihood is extremely high that this will lead to heated debates. When two people fundamentally disagree on something they both believe to be absolutely true, there is no middle ground to resolve the disagreement. BOTH individuals need to be able to "agree to disagree" on that subject and walk away from it.   | Jan 25, 2011 2:56 PM  |
| 8  | Homosexuality completely contradicts some religious beliefs and no matter how you spin it, if an individual was raised to believe that homosexuality was a sin, no emphasis on attitude is going to change that. He/She is going to feel that homosexuality is being forced upon them, not physically, but into their everyday life.   | Jan 25, 2011 1:08 PM  |
| 9  | This is easier said than done. An individual's beliefs on a topic such as this can be very strong. The repeal of DADT will definitely test the leadership abilities of many servicemembers.  | Jan 24, 2011 11:17 AM |
| 10 | Don't ask don't tell for homophobes? While this is clearly a reality-based solution, if leaders cannot preach equality, and train people to think that way, then the orders will be hollow and ineffective.  | Jan 24, 2011 6:04 AM  |
| 11 | Yes, though (and this is coming from somebody who believes very strongly that homosexuality is immoral) it will not address the concerns of all people. The topic of public enforcement of morality is a subject we haven't figured out as a society, and this is just one more example in which people will not be able to agree as to what level it is appropriate to enforce certain types of moral behaviors. I think there are real limitations to what can and can be enforced (Especially when there is disagreement over what is moral) even though that does not change the fact that my beliefs remain the same ... others may disagree and believe that not trying to enforce a limitation is the same as endorsing a behavior. | Jan 23, 2011 7:13 PM  |

Page 8, Q3. The Support Plan for Implementation recommends that emphasis should focus on "behaviors not attitudes." In other words, implementation "should emphasize that no service member is being asked to change his or her personal beliefs" on DADT or homosexuality but that disrespect, ...

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|----|---|-----------------------|
| 12 | Discipline (behaviors) will always be a factor. Actions that are non-military like will get someone in trouble. But what happens when a homosexual wants to go to a Catholic service, or get married on a military base in a Protestant chapel. Will that "attitude" be turned into a "behavior" subjected to disciplinary action?  | Jan 21, 2011 9:48 AM  |
| 13 | No way. That approach forces those with Biblical (and Koranical) views on homosexuality to change their views. It is obvious that those who oppose open homosexuality in the services are being forced to change their beliefs.   | Jan 21, 2011 5:23 AM  |
| 14 | Homosexuality is a behavior that many service members are in complete disagreement with. Some military members have these beliefs either because of moral/religious backgrounds and/or personal experience. Telling members that it doesn't matter what they think does not address what they are thinking. People follow and make decisions based on their moral codes. This is an issue of fundamental beliefs. The above is a band-aid on a gushing wound that will become infected. | Jan 20, 2011 4:32 PM  |
| 15 | A person may not be asked to change his beliefs but will certainly be asked not to even voice his beliefs. If anyone against this policy even talks about not being in favor of it and the wrong person hears then the dissenting individual will most surely be punished for "harassment" or "discrimination".   | Jan 20, 2011 3:47 PM  |
| 16 | Hard to answer for everyone else, but at least if you as a leader talk to your Marines about maintaining professionalism and all the other guidelines addressed in the implementation policy, they should hopefully listen and obey your command/order. Small unit leadership is crucial and this has to trickle down to the lowest levels in order for it to work, made possible by small unit leaders.  | Jan 20, 2011 1:11 PM  |
| 17 | ITS BOTH!! Don't cut something out when you don't even know what the issues could lead to and then tie our hands to handle them.  | Jan 20, 2011 10:33 AM |
| 18 | The DoD may say that no service member is being asked to change his or her beliefs, but that is essentially what is happening. Whereas before, no servicemember was going to be punished for using phrases such as "faggot" or "queer" or "dicksucker", those are now all terms of harassment that are punishable. Most grunts don't like homosexuality, period. Instead of giving the smallest of minorities the ability to be open, you are simply silencing the majority.            | Jan 20, 2011 9:06 AM  |
| 19 | No one is being asked to change their personal beliefs, just maybe room with a homosexual or share a two man tent with them in the field or shower with them in boot camp...  | Jan 20, 2011 8:42 AM  |
| 20 | It completely ignores the moral objections of the religious communities who public oppose homosexuality.  | Jan 19, 2011 11:20 AM |
| 21 | you can change behavior not belief  | Jan 18, 2011 1:15 PM  |
| 22 | N/A   | Jan 18, 2011 9:49 AM  |

**Page 8, Q3. The Support Plan for Implementation recommends that emphasis should focus on "behaviors not attitudes." In other words, implementation "should emphasize that no service member is being asked to change his or her personal beliefs" on DADT or homosexuality but that disrespect, ...**

- 23 It addresses neither. Furthermore I don't see how a Marine who feels so strongly about homosexuality being against a core personal belief and not being able to express that is any different than a homosexual service member unable to openly express their homosexuality. In either case someone is forced to alter their integrity and in the case of repealing of DADT, it now forces the heterosexual individual into the position of the homosexual service member under DADT. Some reasons for the repeal will still exist after the repeal, but the receiving group has simply changed. Jan 12, 2011 12:59 PM
- 24 Although the social experiment that is the military is much more successful when compared to national norms, discrimination, disrespect and harassment still exists. Jan 12, 2011 12:12 PM
- 25 DoD and leaders must be aware that this will be a very difficult time of implementation that will take a bit of time, and might experience friction. Just as in society as a whole, who has only recently even begun to demonstrate the very beginnings of tolerance. Jan 12, 2011 10:33 AM
- 26 It's important to note that for some, homosexuality is considered immoral (based on religion etc) and therefore they are being asked to alter their beliefs. Jan 12, 2011 9:43 AM
- 27 It is ill-advised to attempt to change someone's morals, but by appealing to their sense of duty and honor it will create compliance. Jan 12, 2011 8:27 AM
- 28 We faced the same issues when we integrated the force (women, African Americans). Let's hope we get it right this time. Jan 12, 2011 6:15 AM
- 29 Those with strong beliefs against homosexuality will seek to separate themselves from known homosexuals resulting in degraded unit cohesion. Jan 11, 2011 2:40 PM
- 30 How do you define disrespect. The simple fact is if any leader tells a homosexual member that they disagree with their lifestyle it will be harassment. Instead of worrying about mission accomplishment we will worry about keeping our mouth shut and soldiering on. More importantly, I believe that since most people who disagree with homosexuality consider it a sign of moral depravity then it is a slippery slope for any other behavior. Why punish someone for adultery if homosexuality is tolerated? Jan 11, 2011 12:20 PM
- 31 Behavior = actions....according to the statement these are the focus. However, attitudes and personal opinions (based on values) will be tolerated. Jan 11, 2011 11:53 AM
- 32 Apparently we are being told to disregard our beliefs to accept and condone immoral behavior? Jan 11, 2011 10:53 AM
- 33 It doesn't address those concerns. It, yet again, says "Shut up and color." Jan 11, 2011 6:53 AM
- 34 Housing! Jan 11, 2011 6:45 AM
- 35 Respect of other service members is critical for mission accomplishment and unit cohesion. Personal religious views should be kept out of day-to-day activities for mission accomplishment. Jan 11, 2011 5:43 AM
- 36 It will not address these concerns at all; it will simply mitigate them. Jan 10, 2011 6:11 PM

Page 8, Q3. The Support Plan for Implementation recommends that emphasis should focus on "behaviors not attitudes." In other words, implementation should emphasize that no service member is being asked to change his or her personal beliefs on DADT or homosexuality but that disrespect, ...

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|----|---|----------------------|
| 37 | The central issue is the potential break down of impartiality and esprit de corps at the small unit level. These behaviors may only be evident in combat.   | Jan 10, 2011 2:58 PM |
| 38 | I think Marines will "test" the waters wrt see what punishment will be handed out if they disrespect, harass or discriminate.   | Jan 10, 2011 2:47 PM |
| 39 | Moot point. Read the U.S. Constitution.   | Jan 10, 2011 2:30 PM |
| 40 | We don't tolerate those things now...so in the future, we "really, really won't tolerate them?" this isn't rocket science and we're not changing our behaviors. They can be gay, straight or something in between, black, white, male, female or an ambiguous purple dinosaur like Barney...as long as they do their job. | Jan 10, 2011 2:26 PM |
| 41 | It does address, but will not completely relieve belief issues.   | Jan 10, 2011 7:26 AM |
| 42 | This is an issue for personnel that are under contract and joined a military that did not allow openly homosexual personnel to serve. Service members do not have the option to leave if they are not happy with the change like they could in the civilian sector.   | Jan 10, 2011 7:06 AM |

**Page 8, Q4. The Support Plan for Implementation recommends that sexual orientation NOT be specified as a class eligible for a Military Equal Opportunity program complaint as are the federally protected classes of race, color, religion, sex, and national origin. Rather, implementation should emphasize that ev...**

- |    |   |                       |
|----|---|-----------------------|
| 1  | This is also a good policy.   | Jan 31, 2011 5:42 PM  |
| 2  | Would heterosexuals be protected as well?   | Jan 31, 2011 8:53 AM  |
| 3  | Only individual merit, fitness, and capability should be considered. Sex, race, color, religion, or national origin should not be a factor. End state: Military Equal Opportunity program is not necessary.   | Jan 25, 2011 4:00 PM  |
| 4  | I believe that the verbiages in the protected classes should change from "sex" to "sexual orientation." This would cover all the bases. What if my commander is an openly gay male? Shouldn't I as a heterosexual male be protected from his discrimination and enjoy a climate of equal opportunity within his command?  | Jan 25, 2011 3:03 PM  |
| 5  | There is no need to CREATE a new federally protected class of people.   | Jan 25, 2011 2:56 PM  |
| 6  | No opinion.   | Jan 25, 2011 1:05 PM  |
| 7  | Please note that sexual orientation is not a protected class under federal law (though it is in some states). So this question is a little confusing, but then again the support plan may also be confusing on this issue...  | Jan 24, 2011 7:26 PM  |
| 8  | Male or female...check. Gay or lesbian...check. I see nothing wrong with indicating your sexual preference.   | Jan 21, 2011 9:48 AM  |
| 9  | I feel that once brought to the forefront more people will be aware and that allows more personal feelings to dictate; thus allowing discrimination to take place and that class would need a protective structure  | Jan 21, 2011 8:45 AM  |
| 10 | No way this will happen. We already have race only award programs (Blacks in Government, etc) in the military. We will soon have Homosexuality-based "months" and awards as well.   | Jan 21, 2011 5:23 AM  |
| 11 | It's not a specific class, but it goes on to enforce the similar punishments according to the above statement. Sounds like an appeasement for now, that will be worked in later.  | Jan 20, 2011 4:32 PM  |
| 12 | We would not be talking about this issue currently if there was not a need to protect persons that have been discriminated against up until now. However, members that fall within the "federally protected classes" would all state that they only want to be judged on their individual merit, fitness, and capability and that the rest is irrelevant, but has been necessary previously to be provided a fair chance due to individual prejudices. Harassment or abuse should not be limited to sexual orientation, but to all members of the military as something that is unacceptable. | Jan 20, 2011 2:43 PM  |
| 13 | It is a great approach because there is still contention over whether homosexual behavior is a condition or a sexual practice. I believe it is a behavior, not a condition, and it is similar to masturbation, swinging, or bestiality. Behavior is different than race, religion, sex, or national origin.   | Jan 20, 2011 11:29 AM |
| 14 | I disagree that it should be based on "only individual merit, fitness, and capability" when the other distinctions are separated by federal protected classes. All should be based on "only individual merit, fitness, and capability"  | Jan 20, 2011 10:25 AM |

**Page 8, Q4. The Support Plan for Implementation recommends that sexual orientation NOT be specified as a class eligible for a Military Equal Opportunity program complaint as are the federally protected classes of race, color, religion, sex, and national origin. Rather, implementation should emphasize that ev...**

15	CORRECT, SEXUAL ORIENTATION IS A PERSONAL CHOICE JUST LIKE SMOKING	Jan 20, 2011 9:52 AM
16	Federally protected classes are observable and easily identified amongst servicemembers. A muslim has the right to pray, an immigrant has the right to support his/her new home, and blacks simply look different than whites. Sexuality has no business in military workplace and should not qualify for complainant status, simply because they choose to be open.	Jan 20, 2011 9:06 AM
17	It is a lifestyle choice. Period.	Jan 19, 2011 11:20 AM
18	N/A	Jan 18, 2011 9:49 AM
19	don't need special treatment for gays	Jan 13, 2011 1:45 PM
20	While I do not think that punishment for offenders should vary based on motivation for the assault/harassment, I do think that harassment based on sexual orientation should be a valid basis for a complaint. To not include sexual orientation as a basis for an Equal Opportunity program complaint would be to pretend that there will not be harassment based on sexual orientation.	Jan 12, 2011 4:03 PM
21	Merits based systems are the only fair approach that will work. They should get rid of the other eligible "classes" while they are at it if we want everyone to be the same.	Jan 12, 2011 12:59 PM
22	Equal opportunity is equal opportunity, regardless of what semantics are applied.	Jan 12, 2011 12:36 PM
23	What will the mechanism be for complaints against bias if they aren't a protected class?	Jan 12, 2011 6:15 AM
24	But isn't that what repeal has done? What was once considered unacceptable behavior for a military member is now a federally protected class of behavior.	Jan 11, 2011 12:20 PM
25	It is the only acceptable approach if we have to put up with this madness.	Jan 11, 2011 10:53 AM
26	If harassment is not to be tolerated, but there is no outlet to voice those concerns if (when) an incident occurs, how could an infraction be rectified?	Jan 11, 2011 6:53 AM
27	I don't like how we report sex/race on promotion boards, so yes. I actually had a Col from MMOA stand up in a brief and tell a black female that if she was in shape and a good officer she was going to TBS or OCS, whether she liked it or not, because that the Marine Corps wants to put the right face forward. To this white hetero...I felt a little discriminated by the comment.	Jan 11, 2011 6:45 AM
28	Poor wording with this question. All Citizens are protected equally. Another moot point especially when you can refer to the U.S. Constitution. This might assist in this redundancy thing.	Jan 10, 2011 2:30 PM
29	So you can be "protected" for your religion but not sexual orientation? I'm guessing that proving "harassment or abuse" is a lot harder than simply discriminating against someone.	Jan 10, 2011 2:26 PM
30	I am not sure about this one.	Jan 10, 2011 2:03 PM

**Page 8, Q4. The Support Plan for Implementation recommends that sexual orientation NOT be specified as a class eligible for a Military Equal Opportunity program complaint as are the federally protected classes of race, color, religion, sex, and national origin. Rather, implementation should emphasize that ev...**

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- 31 But, there are going to be issues. Jan 10, 2011 7:06 AM
- 32 Eventually, sexual orientation will have a protected status because 1% of the military can not behave themselves. Jan 10, 2011 7:04 AM
-

**Page 8, Q5. The Support Plan for Implementation recommends that basing berthing or billeting assignments on sexual orientation be prohibited and that any segregation based on sexual orientation be prohibited. However, the plan also recommends that Commanders be given discretion to address privacy concerns on...**

- |    |   |                       |
|----|---|-----------------------|
| 1  | There needs to be more guidance and training to handle these issues. It needs to be wargamed at Bn/Sqdn level.  | Feb 4, 2011 12:48 PM  |
| 2  | We don't put males and females in the same room because of their sexual orientation.  | Feb 4, 2011 9:29 AM   |
| 3  | Small unit leadership is the key to effective implementation of any policy.   | Feb 1, 2011 5:45 AM   |
| 4  | It should be THE basis for berthing.  | Feb 1, 2011 5:32 AM   |
| 5  | This is where the problems are going to occur. Who gets kicked out of the room - the gay Marine or the straight Marine?   | Feb 1, 2011 4:47 AM   |
| 6  | I think that the entire berthing plan should rest with the commander without any restrictions placed by higher. This will allow the commander to use his or her judgement and discretion when necessary, without appearing to contradict regulations established by HQMC or the military in general.  | Jan 31, 2011 6:43 PM  |
| 7  | This should be up to the individual commander. If a straight individual does not feel comfortable rooming with a homosexual, he should not have to, or vice versa. A policy of separating berthing by sexual orientation makes sense.   | Jan 31, 2011 5:42 PM  |
| 8  | "gender" also refers to the sexual orientation of the individual. If we have truly progressed to the point that a persons sexual orientation should not matter when dealing with living quarters than a male or female with a certain orientation should not be discriminated against at all. This should include heterosexuality. To deny this is to give privilage to homosexuality.  | Jan 31, 2011 4:51 PM  |
| 9  | Then why not billet males with females if sexual orientation does not matter? What is the difference if respect is doled out for the same issue?  | Jan 31, 2011 10:28 AM |
| 10 | Giving the Commander the discretion does not necessarily portect the individual. Looking at it from the otherside, what if the Commander is gay and their is a vocal Marine that wishes for seperate berthing. Now maybe this Commander decides that the request is unreasonable because being gay is okay in his eyes and the Marine is wrong. It needs to be strict division between sex's and orientations.  | Jan 31, 2011 8:53 AM  |
| 11 | There are certain countries in the world that would have serious problems with openly gay US troops on their soil. MSG duty would be a prime example of this. Also, straight troops may have serious issues being berthed with a gay troop. Does this not infringe upon the early Support Plan principle of "Behaviors, not attitudes"? Clearly a gay troop will want to express himself in his won manner, and in close proximity with a straight troop this will cause some major distress. | Jan 28, 2011 10:12 PM |
| 12 | I agree with this statement, however, I also believe that a straight service member should not be forced to live with a homosexual service member simply based on the fact that the government does not want to put up the money to build segregated barracks. If they repealed DADT, they should be prepared to make financial adjustments where necessary and in my personal opinion berthing spaces are necessary.   | Jan 27, 2011 8:32 AM  |

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- 13 Using this rationale heterosexual men and woman should bathe and billet together because we are one and the same. As noted above this plan says leadership and training would mitigate problems arising from openly homosexuals bathing and billeting together; why would this not apply to heterosexual men and woman? This plan is hypocritical and doesn't survive the same rationale when applied to both. Jan 26, 2011 9:21 AM
- 14 If we allow a gay man to live with a straight man, why then not allow a straight man to live with a straight woman, or gay man with a straight woman, or any other variation. Why do we segregate sexes in billeting? Jan 25, 2011 4:00 PM
- 15 This is a touchy subject. I only see two solutions that will protect all involved: 1) Give everybody their own rooms. ... or... 2) Put them back into squadbays segregated by sex. Jan 25, 2011 3:03 PM
- 16 This is a much larger issue for the Marine Corps than other services based on our approach to billeting for junior Marines (multiple Marines to each room). Although billeting assignments divided strictly based on sexual orientation would be inappropriate, commanders MUST have broad discretion in how they establish billeting. Jan 25, 2011 2:56 PM
- 17 Commanders must have the authority and latitude to make decisions that will promote good order and discipline and at the same time protect their Marines. Jan 25, 2011 1:08 PM
- 18 If a straight service member is roomed with a gay individual, he/she may have issues. However, if gay members are given "special" rooms apart from the general population, that will also upset some folks. Either way, billeting of openly gay service members is going to be a problem. Jan 25, 2011 1:05 PM
- 19 Cannot say definitely where I stand on this issue. Under the current policy, there is certainly no consideration given to a person's sexual preference/orientation. Jan 25, 2011 5:53 AM
- 20 It is absurd to tell heterosexual men in the military that they must berth with a homosexual male servicemember when you would never allow a male and female servicemember to berth together. If one person is sexually oriented to the gender of their roommate, I feel it is unacceptable to berth them together. Jan 24, 2011 11:17 AM
- 21 It's not great... but I don't know of any alternatives. Jan 23, 2011 7:13 PM
- 22 If there are separate berthing areas for heterosexual men and women because of their sexual orientation, separating homosexuals only makes sense. Jan 21, 2011 10:39 AM
- 23 Why not just allow coed berthing now. Why can a homosexual couple berth together yet a heterosexual couple cannot. Ridiculous. If you are homosexual, you cannot berth in the same room as heterosexuals. Jan 21, 2011 9:48 AM
- 24 this is highly dependent upon the knowledge that this is a new program and that it is going to take a long time to work it all out; there will be obstacles and incidents. Jan 21, 2011 8:45 AM
- 25 No. Sexually speaking, a homosexual and heterosexual sharing a room equates to a male and female sharing a room. Jan 21, 2011 5:23 AM

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- 26 Men and woman do not shower together, or live together. Why should straight and homosexual males have to live shower/live with each other? Why should straight and homosexual females have to live shower/live with each other? It forces people to interact in a manner we have never required of biological sexes, and yet it is largely a sexual issue. Jan 20, 2011 4:32 PM
- 27 Military members who do not wish to be billeted with other servicemembers who are sexually attracted to their gender should not be forced to room with homosexuals. That would be the equivalent of forcing a female service member to share billeting or berthing with heterosexual males. The forcing of heterosexuals to submit to the potential sexual harassment of ogling and leering should be avoided at all cost. Jan 20, 2011 2:57 PM
- 28 Would it be allowed if an individual didn't want to live with a person from a minority race? Would it be a workable approach if it was due to a difference in religion? Or would the individuals be told to learn to live together, as they might fight and possibly die together and need to get beyond sexual preferences. Jan 20, 2011 2:43 PM
- 29 I think that its a workable approach, but I've never had to live next to a homosexual, for any periods of time, so I don't know how that would effect me or my junior Marines if they had to do the same thing. Jan 20, 2011 1:11 PM
- 30 Service members must be able to easily switch berthing areas in order to prevent disruption to unit cohesion. Being randomly assigned roommates will expose service members to homosexual behavior. It is inevitable, so preventative measures must be in place to preserve the privacy of heterosexual service members as well. Jan 20, 2011 11:29 AM
- 31 This was the same argument for not allowing blacks and whites to serve and live together. It's ignorant and not conducive to unit cohesion. If one person has a problem then that person needs to not be a Marine. Jan 20, 2011 10:51 AM
- 32 We segregate by rank, unit, and family sizes. Some military members want to raise there family conservatively. Everyday citizens choose living in a certain neighborhood due to the population, same ethos, family oriented and good environment. Now we are going to force military members to place their families in environments that they don't want to live in! Jan 20, 2011 10:33 AM
- 33 "Limited discretion" is anathema to intent. Either you trust your leaders, or you do not. Jan 20, 2011 9:06 AM
- 34 You can't ask a Marine to share a barracks room with a homosexual. It would also be very hazardous to unit cohesion to have homosexuals of the same sex room together. You might as well let men and women share rooms right now if you are going to do that. Jan 20, 2011 8:42 AM
- 35 Families who do not wish to expose their children to modern, liberal, and non-traditional family values will be forced to deal with those very issues they seek to avoid. Jan 19, 2011 11:20 AM
- 36 The only solution is to allow all services member seperate billiting. Jan 18, 2011 3:30 PM

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37	An openly gay man or lesbian will definitely cause uncomfortability and tension in berthing areas. In my opinion, it will be a "time bomb" waiting to go off (regardless of how much "leadership" you apply.	Jan 18, 2011 9:49 AM
38	If you don't disallow two gay people from being billeted together than you run the same risks that you would have if you allowed a serviceman and a servicewoman to be billeted together.	Jan 14, 2011 9:16 AM
39	This should not remove the requirement for equity. However, there is concern that one's personal beliefs and privacy concerns could be expanded into realms already addressed by federal law such as race or religion. A member may be uncomfortable rooming with a Moslem, but should that be a command consideration?	Jan 14, 2011 8:15 AM
40	Members of the same sex should continue to be berthed together, regardless of sexual orientation. Negative events will most certainly occur for the first few months, but service members must learn to accept that this is how it will be. Not segregating berthing should be intended to build unit cohesion.	Jan 14, 2011 8:10 AM
41	Most straight men would not want to shower or live with a homo. If they enjoy the sight of the other sex I.E. showers at boot camp then I should have the "RIGHT" to shower with females	Jan 13, 2011 1:45 PM
42	This is workable, but hardly worth writing down. Commander's will always make decisions based on their own judgment and the particulars of a given situation.	Jan 12, 2011 4:03 PM
43	It will have to be. Inevitably there will be commanders who are faced with a servicemember uncomfortable with cohabitation with homosexuals. The commander needs to take that into account for the good of the unit and the homosexual servicemember. If the goal of the repeal is that we are all equal, then we cannot discount the rights of the heterosexual service members in favor of another.	Jan 12, 2011 12:59 PM
44	Concur wholeheartedly - a centralized policy is not the right approach; empower the immediate leadership with the flexibility to handle this matter at their level.	Jan 12, 2011 12:36 PM
45	Again, the "how" is missing. How is the commander supposed to provide separate quarters when (s)he is not given additional berthing spaces?	Jan 12, 2011 12:12 PM
46	This needs to monitored so as to not support any program manipulation by an individual to gain accomidations that are special in nature. Ex: Squad bays for some, multiple to room for some, and private room for one of equal rank to others. Very touchy subject that needs considerable thought when required.	Jan 12, 2011 10:33 AM
47	Heterosexual Marines should have the opportunity to deny rooming with a homosexual Marine of the same sex, as their room is where they shower, change etc. This is a primary concern with repeal of DADT - the logistical implications of living space assignments.	Jan 12, 2011 9:43 AM
48	It is difficult to rationalize segregation; however, dealing with a same sex billeting option in which one side is homosexual could also be argued as violating the privacy rights of the heterosexual service member.	Jan 12, 2011 8:27 AM

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- 49 This will force unwilling participants to billet with homosexuals due to limited availability of barracks. Funding will not be made available update or build new barracks under the proposed implementation plan. Jan 11, 2011 2:40 PM
- 50 This is the most ridiculous portion of the support plan. First, if you morally disagree, shut up, second, you now have to share a room with a service member who will eventually put you in uncomfortable situations that you may find morally repugnant. Jan 11, 2011 12:20 PM
- 51 The biggest battle in this issue (in my opinion) is the logistics of how do you billet gay couples (who are legally married by some states). Jan 11, 2011 11:53 AM
- 52 Does this mean gay heads too? It's bad enough having to have two separate heads as is... Jan 11, 2011 10:53 AM
- 53 Commanders need to be wary of a case by case basis approach. This can lead to segregation and discrimination. Separating based on sexual orientation must be the last tool in the tool box, not the first. Jan 11, 2011 7:07 AM
- 54 This places responsibility on the commander. How will he or she fair in a discrimination case b/c one homosexual was allowed to live with a straight servicemember but not in another case? Congress and the American people are abdicating responsibility and shifting the weigh to implementation to the commander by leaving this issue up to the commander. Jan 11, 2011 6:45 AM
- 55 Commanders must be give the latitude to adjust room assignments because of personnel issues. We do it now whether the Marine Corps says we can or not. Jan 11, 2011 6:45 AM
- 56 Commanders should have full discretion in regards to their troops. Jan 11, 2011 5:54 AM
- 57 Service members should not be required to berth with a homosexual. Commander's discretion should help with this. Jan 11, 2011 5:43 AM
- 58 So a servicemember that is uncomfortable with homosexuality will be forced to share a close space BEQ room with a gay servicemember? This will cause big problems. Jan 10, 2011 5:03 PM
- 59 Again, this is a complex issue. I believe there will be really good commanders that make bad decisions until standard ways of dealing with these new issues are developed, but in the long run our leadership will figure out how to make it work. Jan 10, 2011 2:58 PM
- 60 We don't always get to pick our room mates, or the people we work with. But I think there will be problems initially. Jan 10, 2011 2:47 PM
- 61 I do not feel that due to sexual orientation individuals should be seperated. It is an unfair assessment to other service members. Jan 10, 2011 2:35 PM
- 62 Commanders have no time for personal drama. Billeting is billeting. Move on. Jan 10, 2011 2:30 PM
- 63 It's a workable approach, but many commanders (especially in combat arms MOS') will attempt to utilize their discretion upon initial implementation of the law. Jan 10, 2011 2:27 PM

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- |    |   |                      |
|----|---|----------------------|
| 64 | I think giving Commanders "discretion" is opening up a can of worms. Just be black and white about it.  | Jan 10, 2011 2:26 PM |
| 65 | Too ambiguous. Standards need to be applied across all the services and leave no room for ambiguity. If this is the case then separation by sex, male and female, should not be allowed either. | Jan 10, 2011 1:05 PM |
| 66 | Good place to start.. This is a difficult question, but time will tell if the approach needs alteration. Current "commander discretion" is a good base.   | Jan 10, 2011 7:26 AM |
| 67 | People will follow their instincts of attraction. Strong divides will be formed. Gamechanger for military culture.  | Jan 10, 2011 7:12 AM |
| 68 | I don't think we are ready to lump everyone together just yet. Separation shouldn't be mandatory, but safety needs to be a big consideration. We do the same thing to protect females.          | Jan 10, 2011 7:11 AM |
| 69 | The policy needs to be DOD or service wide. Leaving the decision to the individual Commander will lead to issue with EEO complaints, etc.   | Jan 10, 2011 7:06 AM |
| 70 | This is another issue that the surface has not been scratched upon yet.   | Jan 10, 2011 7:04 AM |
| 71 | We already sepearate males and females based on sex, why would we not seperate based on sexual orientation?   | Jan 10, 2011 7:03 AM |

**Page 8, Q6. The Support Plan for Implementation recommends that a new status of "committed relationship" NOT be created at this time so NO changes are recommended to be made to marriage-related benefit eligibility. In short, due to the restrictions of marriage to heterosexual couples by federal law...**

- |    |   |                       |
|----|---|-----------------------|
| 1  | DOS all ready pays for partners to go over seas.  | Feb 8, 2011 4:55 AM   |
| 2  | They should never be considered a married couple!!!!  | Feb 4, 2011 9:29 AM   |
| 3  | I believe in individual states rights and to do so is to violate the sovereignty of states rights.  | Jan 31, 2011 4:51 PM  |
| 4  | If homosexuals are allowed to marry and then receive military benefits as a married couple, you will have some serious problems created unnecessarily in Veterans' Affairs/Benefits that are already under attack by a tightening budget and ungrateful congress.   | Jan 31, 2011 10:28 AM |
| 5  | Unfortunately this will be necessary until marriages are approved by law. In my opinion, this should coincide with implementation.  | Jan 27, 2011 3:51 PM  |
| 6  | If homosexuals are to be treated as equals they should also be allowed to marry and obtain the same government benefits of heterosexual couples. The "committed partner" should have the same recourse that a heterosexual spouse has when their partner violates the "partnership" (marriage.) Currently "Adultery" cannot be applied to relationships without marriage.   | Jan 25, 2011 3:03 PM  |
| 7  | If service members enter into a legal same-sex marriage through a state (Vermont for example), then DoD will likely be forced to also recognize that marriage and therefore, grant dependent status upon the same-sex spouse of the service member. This dependent status should include all of the same benefits that heterosexual dependents. Obviously, the constitutionality of the DOMA will be key to resolving this matter.  | Jan 25, 2011 2:56 PM  |
| 8  | However, it is only a matter of time before federal law is changed to allow marriage between same sex couples. Therefore, the "benefits" issue needs to be addressed now, not later.  | Jan 25, 2011 1:05 PM  |
| 9  | If the federal government was to provide benefits to same-sex couples in a "committed relationship," those same benefits would have to also be extended to opposite-sex couples in a "committed relationship."  | Jan 24, 2011 7:26 PM  |
| 10 | To allow homosexual couple to be considered the same as heterosexual couples legally would be disastrous in many ways.  | Jan 24, 2011 11:17 AM |
| 11 | Yes. Allowing one to serve is not commensurate with sanctioning that behavior. DADT repeal allows homosexuals to serve openly, it is based on an idea of professionalism and opportunity to all people. Though I think homosexuality is wrong, I can buy the idea that "in a professional environment it can be ignored." However, giving their "partners" benefits is tantamount to endorsing their behaviors and that is not the same thing. Ignoring something you think might be questionable is different than endorsing it. | Jan 23, 2011 7:13 PM  |
| 12 | once the repeal happens, even though I disagree with it, I think they should have the same rights that every one else does.   | Jan 21, 2011 9:53 AM  |
| 13 | If state law has legalized gay marriage, that the military should recognize it as well. If the feds do not like, than make it illegal for homosexual marriage.  | Jan 21, 2011 9:48 AM  |

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- 14 This is at least one area where this issue is presently making any sense. Marriage (more so in past years) has been an institution that was likely permanent. Benefits were given to the spouse of a member who is making sacrifices to their family by deploying and providing a great service to the country. Presently, that I know of, there is no long-standing institution for homosexuals to make the same kind of commitment. Should this then be open for straight members who have very close relationships that have not been confirmed or made permanent by marriage open for benefits as well? No. Jan 20, 2011 4:32 PM
- 15 They can serve and die for their country....but they cannot receive the same benefits of a heterosexual service member. The federal government is the one that has set this repeal in motion, but is not willing to play along - it seems ironic at best. Jan 20, 2011 2:43 PM
- 16 Amen! Jan 20, 2011 1:11 PM
- 17 Until the Supreme Court or Federal government decide the issue, homosexual marriage should not be recognized. Few states permit it, and even more prohibit it. Addressing same sex marriage today would add to the burden of implementing the DADT repeal. Jan 20, 2011 11:29 AM
- 18 Until homosexual marriage is federally recognized, there's no reason to change it with regards to the military. Jan 20, 2011 10:51 AM
- 19 That is nice to say that at the beginning, but if you are a service member it will just take a second once the repeal is pushed to start the process to give these couples what every other service member family rates. It is their right and it is owed to them once the repeal is lifted. If not then it does become a civil rights issue of unfair treatment due to sexual orientation. Jan 20, 2011 10:33 AM
- 20 Liberals will be smart enough to wait at least a few years after homosexuals are allowed to serve openly to demand this one be changed. Jan 20, 2011 8:42 AM
- 21 The law is the law. However, the servicemembers need to ensure their 'committed partner' is taken care of. To ignore those partners, will actually hinder a servicemember's focus on the mission. Jan 19, 2011 11:20 AM
- 22 this will be the impetus for change of marriage laws...if the military allows open service why not legal marriage? Not that I agree. Jan 18, 2011 1:15 PM
- 23 N/A Jan 18, 2011 9:49 AM
- 24 This will come around but we are discussing Federal benefits; therefore the marriage issue should be determined and recognized by Federal law or policy before benefits eligibility changes. Jan 14, 2011 8:15 AM
- 25 Simply because the federal government has left the idea of gay "marriage" to the states. In order for the military to adjust policies specific to spouses, the federal government needs to weigh on the subject. Changing the rules for DEERS, benefits, etc at this time would be premature and open a can of worms that the military should leave to the federal government. Jan 12, 2011 12:59 PM
- 26 Military laws must follow federal law, not seek to break new ground. This is a case for the judicial system to handle/determine. Jan 12, 2011 12:36 PM

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- 27 You're either married or not.. Homosexuals should not get a special category of "committed relationship" unless heterosexuals get the same option to choose that category. Jan 12, 2011 12:12 PM
- 28 Agree that a partner not be recognized as a spouse for survivor benefits, but what about access to KV network Mass Communication Tool for info during a deployment. We allow Marines to place girlfriends or parent on these databases for info contact, believe this might be a worthwhile endeavor for a partner to support the deployed service members psychological and mental health while underway. Jan 12, 2011 10:33 AM
- 29 Yes, this is a Federal Law and the DoD is governed by Federal laws. Jan 12, 2011 9:43 AM
- 30 This is an issue the federal government has to tackle first- ie: legalizing gay marriage. Jan 12, 2011 6:15 AM
- 31 It's the law...until it changes we must abide. Jan 11, 2011 11:53 AM
- 32 The Defense of Marriage Act will be deemed unconstitutional. The repeal of DADT will help spearhead this. DoMA is a joke just as DADT was. Jan 11, 2011 7:07 AM
- 33 It's similar to Marijuana being legal for medical reasons in CA, but not federally. Therefore, you still cannot "benefit" from what is legal in only a few states. Jan 11, 2011 6:53 AM
- 34 If we are going to make this change, we need to recognize a homosexual marriage. The dicotomy in allowing them to serve, forcing integration issues, but not allowing them to collect benefits is absurd. Jan 11, 2011 6:45 AM
- 35 But they should be able to assign gay partners on SGLI and next of kin. The should be part of the family readiness program within a unit. Jan 11, 2011 6:45 AM
- 36 The "no marriage rights" issue is a serious sticking point with DADT-repeal. How is a CACO supposed to effectively deal with the grieving partner of a fallen service member? Who gets invited to the commander's "spouses luncheon?" Jan 10, 2011 6:11 PM
- 37 This is still discrimination against gay servicemembers and will bring many lawsuits which will drain money, time and resources during a time of war, just like the whole lead up of this repeal. Jan 10, 2011 5:03 PM
- 38 I think more analysis needs to be done. I think that the law needs to be changed, and benefits provided to the partner in the long run. How to get there from here, I don't know. Jan 10, 2011 2:47 PM
- 39 - Gay servicemembers have partners and families that deserve the same attention and benefits as spouses and families of married servicemembers - incorporating the "family" into the "equation" is just as important as allowing gay servicemembers to serve openly. Jan 10, 2011 2:47 PM
- 40 Same sex marriage was approved by the District of Columbia, as a federally recognized law. It will occur eventually, so might as well have the military accept it now before it hits the court system. It will be a progressive move. Jan 10, 2011 2:30 PM
- 41 Not up to us...we don't define marriage. When someone else (Fed Gov) redefines it for us, we'll look into it. Jan 10, 2011 2:26 PM

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- 42 This would be more discrimination. Jan 10, 2011 7:12 AM
- 43 not recognizing their relationships is the same as discrimination. Jan 10, 2011 7:11 AM
- 44 If you are going this far you might as well go all the way and take care of their "dependants" as if they had a traditional marriage. Jan 10, 2011 7:03 AM
-

Page 8, Q7. Once the repeal of DADT is implemented, and if my supervisor/commander were openly homosexual, I would:

- |    |  |                       |
|----|--|-----------------------|
| 1  | I know how to professionally approach the subject, but it would be difficult.  | Feb 4, 2011 10:38 AM  |
| 2  | Obey his lawful orders, but not respect him on a personal level. However, there are other commanders that I do not respect on a personal level for other reasons.  | Jan 31, 2011 5:42 PM  |
| 3  | May not seek a transfer, but I cannot honestly say that I would respect him the same. He would absolutely lose face in the HMLA that I grew up in, and he would be the butt of many jokes. Ultimately, it would not work out to have a gay commander.  | Jan 31, 2011 10:28 AM |
| 4  | Just the fact that "Welcome the opportunity to support a professional...." was a choice on this survey already shows the real reasons behind the repeal. It is a desire for special treatment. Do I get support from my Marines because I am a professional heterosexual? Who cares?! Why does everyone need to know who you go home too at night? It would have been simpler to keep DADT and make investigations into homosexual conduct illegal unless a service member confesses it for reasons of desired separation. | Jan 31, 2011 8:53 AM  |
| 5  | I would be indirectly effected because any opposition would be counter to policy and therefore have to be counseled by said commander.   | Jan 26, 2011 9:21 AM  |
| 6  | I would continue to march forward but I would look at him/her as the same. As any good Marine I could control my behavior but I do not believe that my attitude would be easily changed.   | Jan 25, 2011 3:03 PM  |
| 7  | ...deal with it if and when it happens.  | Jan 25, 2011 2:56 PM  |
| 8  | None of the above, but to add - what is openly homosexual?????   | Jan 24, 2011 7:26 PM  |
| 9  | As a professional, I would simply adjust to it, although I would be extremely disappointed and unhappy about the situation.  | Jan 24, 2011 11:17 AM |
| 10 | I would still listen to his/her orders, however my respect for that individual would drastically decrease. I would question his/her morals and think negatively about my command. I would look forward to a quick transfer, however I would not seek one.  | Jan 22, 2011 5:43 AM  |
| 11 | Accept it and as usual when starting a junior/senior relationship be open and honest about my pros and cons; and listen for ways for our professional dealings with each other to be successful.   | Jan 21, 2011 8:45 AM  |
| 12 | As a heterosexual man, I would feel that he would probably hold that against me.   | Jan 21, 2011 5:23 AM  |
| 13 | Seek a transfer. I do not believe that this is the right thing for the military or for our country. By serving under this commander it may be seen that I support this legislation, which I do not.  | Jan 20, 2011 4:32 PM  |
| 14 | I would respect his privacy and opinions on the matter and expect him to do the same for me. Again, sexuality is not a discussion that needs to be had amongst differing rungs of the chain of command.  | Jan 20, 2011 9:06 AM  |
| 15 | I will lose a little respect for them as a person as well as what they wear on their collar.   | Jan 19, 2011 12:18 PM |

Page 8, Q7. Once the repeal of DADT is implemented, and if my supervisor/commander were openly homosexual, I would:

- |    |  |                       |
|----|--|-----------------------|
| 16 | I would seek advice, but only from a religious perspective.  | Jan 19, 2011 11:20 AM |
| 17 | I would seek a transfer if I were serving in a deployable Infantry Battalion or other combat related billets. Otherwise it would not matter to me.             | Jan 11, 2011 1:17 PM  |
| 18 | Shut up and color because I am a professional.   | Jan 11, 2011 12:20 PM |
| 19 | While the sexual orientation of my supervisor would not impact my career decisions, it may affect my attitude.   | Jan 11, 2011 7:19 AM  |
| 20 | None of the above, but If DADT is implemented, I will separate from service earlier rather than later.   | Jan 11, 2011 6:30 AM  |
| 21 | Although I would do none of the above, it is because I am a professional committed to serving our country and Marines, not because I am OK with homosexuality. | Jan 10, 2011 4:59 PM  |
| 22 | as long as they were professional, treated others with dignity, were competent and had integrity I would not care.   | Jan 10, 2011 2:03 PM  |
| 23 | I would be more likely to scrutinize his/her every action and be unable or less ready to support certain types of related behaviors.                           | Jan 10, 2011 1:28 PM  |

**Page 8, Q8. Once the repeal of DADT is implemented:  
(Check all that apply.)**

1	I would still need training on how to handle potential barracks situations.	Feb 4, 2011 12:48 PM
2	I find it much easier to believe I would have less trouble dealing with gay subordinates, then having to follow a gay commander.	Jan 31, 2011 10:28 AM
3	Review the implementation plan passed down to me and execute it.	Jan 25, 2011 2:56 PM
4	I would put my personal feeling aside and treat these individuals fairly. However, I would most likely not go "the extra mile" to help them due to my disapproval of homosexuality in general.	Jan 24, 2011 11:17 AM
5	It may add some difficulties, as I'm not close to any homosexual individuals, but I'd do it willingly.	Jan 23, 2011 7:13 PM
6	For me it would be business as usual. I don't support it; but I can deal with it without prejudice or bias.	Jan 21, 2011 8:45 AM
7	Since my religious beliefs are my core beliefs I would have to be honest with my subordinates and tell them that I believe their lifestyle choice was wrong.	Jan 21, 2011 5:23 AM
8	I welcome the opportunity to lead Marines of all types and backgrounds.	Jan 20, 2011 10:51 AM
9	I'm not a worse leader because homosexuals are allowed to serve. It's up to them to follow me, not the other way around. As per the previous question, they need to understand who I am, and what I believe, and tailor their behavior accordingly. I will do the same from my end to ensure that they are treated no differently.	Jan 20, 2011 9:06 AM
10	I would do my job as an officer and give moral direction and leadership to all my Marines.	Jan 20, 2011 8:42 AM
11	I will do my duty. However, in spiritual matters, I will make it clear that my religious beliefs don't agree. Those servicemembers under my command will be led and mentored to the best of my ability. I will welcome the opportunity to lead or mentor ANY servicemember.	Jan 19, 2011 11:20 AM
12	I WILL NEED TO DISCUSS THE ISSUE WITH MY SNCO'S TO ENSURE THAT THEY UNDERSTAND THE POLICY AND MY SUPPORT FOR IT.	Jan 19, 2011 9:15 AM
13	Due to my religious beliefs I would have some difficulty. I am a professional and would do my duty to mentor, train and lead as effectively as I can. However, I do admit that I would have some personal conflict within that I believe would need to be addressed with training that would assist the integration in the work environment. Again, would fulfill my obligations as a professional, but not saying it will not come with personal struggle due to religious beliefs.	Jan 12, 2011 10:33 AM
14	We are already serving with these folks- if we don't believe that, we are naive.	Jan 12, 2011 6:15 AM
15	Marines are Marines. Once the law is fully repealed I will have no choice but to support it and treat all Marines the same.	Jan 11, 2011 1:17 PM
16	I would still state my convictions if asked by the homosexual member. Again, disagreeing with someone's character does not change my care for them as one of my subordinates.	Jan 11, 2011 12:20 PM

Page 8, Q8. Once the repeal of DADT is implemented:  
(Check all that apply.)

- 17 My objection to homosexuality may be the reason for my early exit from the military after previously planning to serve 20 years. It very likely may preclude me from serving beyond 20 years. Jan 11, 2011 10:53 AM
- 18 I already do this. (have no problem leading homosexuals). The difference is they are not openly practicing. I will not bring my family to functions where open homosexuality is on open display. Jan 11, 2011 6:30 AM
- 19 I do not care if my Marines are gay or not. It will not impact my leadership techniques. Jan 11, 2011 5:54 AM
- 20 Leadership is leadership. Like justice, it should be blind to anything but results. Jan 10, 2011 6:11 PM
- 21 Nothing will change. Jan 10, 2011 2:30 PM

**Page 8; Q9. Please provide personal thoughts, suggestions, perspectives on the repeal and implementation of the repeal of DADT and homosexuals/gay people's service in the Armed Forces.**

1. It was a big mistake and I do not agree with it. It goes against my personal and religious beliefs as a Christian. Feb 4, 2011 9:29 AM
2. The military is making a bigger deal of this than it needs to. While I cannot confirm the sexual orientation of individuals I have served with and suspected were gay, I never treated them any different than any other Marine. Just because DADT is repealed doesn't mean men who dress in skirts will start trying to enter the Marine Corps. Feb 3, 2011 10:20 AM
3. I wonder if there is any effort being placed towards analyzing a possible increase in the risk for infectious diseases as a result of a potentially larger homosexual population in the Marine Corps. In other words, the homosexual population has historically been statistically more likely to carry Hep A, B and C, and other viruses. Is there something we ought to do to manage the risk associated with those statistics? Feb 1, 2011 4:47 AM
4. Bad idea. There will be violence. This will lead to the decay of our moral high-ground. Jan 31, 2011 12:19 PM
5. The issue of HIV in combat arms troubles me. I don't think I would want to train with a homo if he was cut anywhere on his body. I find it unfair to expose the majority straight population of Marines with a few that could potentially spread a terminal illness during a training accident. Jan 31, 2011 10:28 AM
6. Why does it need to be known? And it begs the question as to what is next, beastiality? Many looked at beastiality today as homosexuality was looked at 50 years ago. And why does all this matter in a volunteer service? There is no requirement to accept every schmuck that walks into a recruiting station. Recruiting: Having spent a tour as an OSO, I am not envious of the task in front of them. How many openly gay applicants will be selected over more qualified hetero's simply out of fear of being labeled as discriminators? Jan 31, 2011 8:53 AM
7. I would imagine that handling the implementation of the DADT repeal will have to coincide with unit training. We must be sensitive to all people's feelings. However, there must be a firm understanding that harassment or abuse of these laws will not be tolerated. In the beginning I feel we may need to do more frequent survey's to ensure compliance with the implementation. It will be important to provide a confidential avenue to people that may want assistance. Jan 27, 2011 3:51 PM
8. I think that this is a big mistake for the military. It goes without saying that there are currently gays serving in the military but this change is detrimental to good order and discipline and bears nothing but adverse effects for the services. Particularly the Marine Corps and Army because of their war fighting capabilities and deployment rotations. The repeal of DADT will most likely cause a lot of good Marines and Soldiers to be discharged for failure to adapt to the new policy. I do not understand how open flamboyancy can be a positive factor for the services to consider with regards to mission accomplishment. Jan 27, 2011 8:32 AM

**Page 8, Q9. Please provide personal thoughts, suggestions, perspectives on the repeal and implementation of the repeal of DADT and homosexuals/gay people's service in the Armed Forces.**

- 9 From a legal standpoint, DADT is legalized discrimination. The policy undermines the Constitution and the titanic strides this country has overcome in the last fifty years. The Clinton administration used this policy upon taking office. This happened because gays in the military was the first social issue he pursued just after his inauguration, which was a bad idea. He had no credibility with Congress nor the American people. In an act of desperation, he rushed and pressured his staff to come up with something. The author, Charles Moskos, had pitched DADT and that was the first and only proposal used. Shame on the Democrats. Jan 26, 2011 12:54 PM
- 10 The problem with repeal of DADT is that it was based on faulty premises from the beginning. Some of the premises are: 1. Citizens have a "right" to serve their country (The US armed forces discriminate every day in regards to who we accept regardless if said individuals were born with certain conditions or not etc. For example if an individual has poor eyesight they can't be a pilot. If they are born with no legs they can't serve.) 2. The institution designated to protect our classic liberal society should emulate that same society. Just because a society is molded on individual liberty and certain unalienable rights doesn't require the force designated to protect to be the same. 3. Finally, not one national level leader started this discussion with whether or not it would enhance our war fighting capability. That should have been the number one premise in looking at DADT. 3. Jan 26, 2011 9:21 AM
- 11 As a veteran of 25 years I have a problem with homosexuals serving in the military. When I joined they asked and we told: If you said that you were gay you could not join. Sure some people lied and even though they technically came in under a fraudulent enlistment, they served with a hight degree of professionalism. I have heard stories and seen testimony on how some homosexuals have demonstrated extreme bravery (above their peers) in horrific combat situations and and have earned combat awards. I do not believe that sexual orientation has anything to do with bravery. And I also know that 95% of those homosexuals that openly serve will carry themselves in a professional military manner. What I am concerned about is the 5% that will not and the effects that it will have on our military. How long will it take before military member participate in gay rights activities or politics that become detrimental to good order and discipline. How long will it be before openly gay service members include inappropriate material on social media sites that effect good order and discipline. What effects will this have on how we are perceived by our enemies? Will their hatred be bolstered? Will American service members abroad be targeted based on the new perceptions? I agree that homosexuals should have the same rights as heterosexuals. I do not believe that serving in the military is a right! I believe that serving in the military is a privilege! As a service member I voluntarily have given up activities which I know are not good for the service. I have abandoned friends that participate in activities that are prejudicial or opposite of what I believe to be the good order and discipline that should be reflected by all service members. Jan 25, 2011 3:03 PM
- 12 In conducting it's survey of DoD personnel, I find it interesting that so many individuals chose not to respond. I suspect that a large majority of non-respondents were in favor of keeping DADT in place. I further suspect that this self-selection of respondents enabled the numbers in favor of repealing DADT to be severely inflated. Jan 25, 2011 2:56 PM

**Page 8, Q9. Please provide personal thoughts, suggestions, perspectives on the repeal and implementation of the repeal of DADT and homosexuals/gay people's service in the Armed Forces.**

- 13 Do not agree with the repeal; however, as a leader of Marines, I will support the policy and lead any Marines that I am fortunate enough to command. Semper Fidelis Jan 25, 2011 1:08 PM
- 14 I'm not against openly gay individuals. And if the law is repealed, I will support and have my junior Marines support (to the greatest extent as possible) the new policy. However, my biggest concern is with unit cohesion, specifically in regards to our infantry units. I was a young 0351 (assaultman) in the early 90's with 1/5. Every member of the platoon did not get along but after several deployments, we did bond closely as a unit regardless of our differences. In my opinion and based off my time as a young infantry guy, having openly gay service members or women in an infantry unit is going to cause friction, reduce unit cohesion, and negatively impact that unit's fighting ability. Jan 25, 2011 1:05 PM
- 15 My thoughts may be looked at as extremely conservative regarding the repeal of DADT. This is simply because it appears that our civilian leadership is disregarding the fact that DADT has been an excellent compromise to this issue up until now and there was no good reason to repeal it - except for the desire by some to push their own progressive beliefs into the normally conservative culture of the military. I honestly believe there be a certain degree of disruption and loss of unit cohesion caused by the repeal of DADT if a large number of homosexuals decide to exercise their new privilege of openly serving. To conclude, I would point out that my views on this topic are in no way based on religious beliefs as I consider myself atheist. They are instead based on nature, common sense, and my personal experience in the Marine Corps. Jan 24, 2011 11:17 AM
- 16 DADT will bring on problems within the units especially within the Infantry units, just like every change that the military implements but I believe with time, proper leadership and training together that service members will see that just because someone's sexual orientation is different it doesn't mean that they are any less capable than another service member. Jan 24, 2011 8:07 AM
- 17 While we expect a great deal of our junior enlisted members, it is important to remember that most of them are very young, and still developing their personalities and shedding prejudices. What we can reasonably expect from someone who is 25 or 30, in terms of perspective and maturity in apply orders, is different from what we should expect from someone 18, especially when we force them to share rooms, etc. Jan 24, 2011 6:04 AM
- 18 I don't think that the repeal should have happened because I think it will effect unit cohesion, especially in the combat arms part of the Marine Corps. I think that, like females, homosexuals don't belong in combat arms. Since it is happening, I think they should consider restricting certain MOSs to homosexuals. If they can do that for females due to mission accomplishment and unit cohesion then they should do it for homosexuals as well. Jan 21, 2011 9:53 AM
- 19 Again, from my faith I don't support the actions; however I can interact with other people's differences as well as my own. I would personally have no problem being objective and fair as well as mentoring others to get past the barriers of change. Jan 21, 2011 8:45 AM
- 20 Now that DADT is repealed I will NOT allow my children to serve in the Armed Forces. With open homosexuals now allowed to serve, the armed forces are just like any other major corporation and not worthy of special status within our society. Jan 21, 2011 5:23 AM

**Page 8, Q9. Please provide personal thoughts, suggestions, perspectives on the repeal and implementation of the repeal of DADT and homosexuals/gay people's service in the Armed Forces.**

- 21 Overall the repeal of the policy has the potential for some detrimental effects in the short term. However, many units already know who the individuals are that may be homosexual and have functioned effectively under the policy because it was not a concern to deal with. The most significant effects will more than likely be felt in the combat arms community because of the nature of our jobs. Jan 20, 2011 8:01 PM
- 22 As the moral fabric in our country continues to deteriorate, (the rate of teen pregnancies is increasing, divorce rates are increasing, marriage rates are dropping) adding this rock to the packs of the commander and his troops adds to the strained social fabric and lives of our young men and young women and takes away from our time and focus of training for the defence of our country. It adds another layer of social issues that Soldiers, Sailors, Airmen and Marines must face in their private lives and when on duty. By promoting homosexuality (which an acceptance of the repeal of DADT does) the military will propagate its acceptance and normalization in our culture. Within the military it will cause fights, discipline problems, allegations of discrimination or of reverse discrimination (i.e. "He/She got promoted because they are homosexual. We have to be political correct now a days." or "We have to promote so and so because we need a homosexual on the blank." or "Here is the first homosexual to do blank") and potentially bodily injury to military members. We will lose talented individuals who would have otherwise made the military a career and will breed silent hate and contempt under the policy of implementation. Forcing the majority of service members into a daily interaction, that can be intimate at times, with homosexuals is an unfair perversion of what they signed up for. They expected to go to war, and to potentially give their lives for their country, but they did not sign up to shower with members of the opposite sex (or more correctly with members of the psychologically opposite sex?), or to miss a promotion because the board needs to promote a homosexual in order to show Congress that policy is implemented. DADT allowed homosexuals to serve without attention focused on their sexual preference, now it will most likely be a large portion of a homosexuals reputation and character as there is no incentive to keep a private portion of one's life private. DADT allows homosexuals to serve, but ensures that there is an unspoken separation between the majority of members and the few. Jan 20, 2011 4:32 PM
- 23 As far as my experience goes DADT has not been an issue during my time in the Corps. But now DADT is an issue thrust upon the military by civilians wishing to run a social experiment. The leadership difficulties will be significant once the repeal is completely done away with. For instance, 5 members of my infantry platoon are gay and two are in a discreet relationship. One cheats on the other with a member of the platoon. How exactly am I supposed to handle that as a leader. Sure, NJP and all the rest but with DADT it wasn't an issue. It's akin to why women cannot serve in combat arms. If an element of sexuality is brought in and a bunch of 19 year old's start sleep around that will destroy unit cohesion and negatively impact the effectiveness of the military. Leadership is difficult enough without putting another variable in the mix of interpersonal unit relationships. Jan 20, 2011 3:47 PM
- 24 It is still a long road ahead for this repeal to take hold and work its way throughout the military service. Military members will "Roger up" and do as they are told, but behind closed doors and when leadership is not around is the time that concerns me the most. It is naive to think just because this has been repealed that all members are mature enough to follow orders as directed and that their won't be issues. However I do think that it is the right thing to do, if this is what the US society wants. Jan 20, 2011 2:43 PM

**Page 8, Q9. Please provide personal thoughts, suggestions, perspectives on the repeal and implementation of the repeal of DADT and homosexuals/gay people's service in the Armed Forces.**

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- 25 It's about time. I've seen too many Marines leave because they can't live double-lives. What people do in the privacy of their homes is their business. Jan 20, 2011 10:51 AM
- 26 This will open new issues that the military will have to deal with when our society is still not ready to accept someone's sexual orientation as a legitimate separate entity. Jan 20, 2011 10:33 AM
- 27 I agree with the premise of repealing the DADT policy because it causes a lack of integrity in the chain of command. It asks the service member to lie about sexuality. However, I do not agree with homosexuals serving in the military. Jan 20, 2011 10:25 AM
- 28 Everyone discusses DADT as if it were the ultimate indignity to homosexuals. I do not believe anything could be further from the truth. Nothing in DADT prevented homosexuals from serving in the military. To be discrete about one's sexuality in the workplace is irrespective to homo or hetero relationships. It is an inappropriate topic for what we do regardless, and we have simply taken up the banner for a minority cause that has huge social implications. To turn the military into an experimental case during a time of war is a crime and could only have been initiated by those who have never served a day and don't realize that we have bigger things to worry about right now. To support that initiative with a limited-scope, one-sided survey and then to overplay those jaded statistics is repugnant and suggestive of a terrible leadership climate. Jan 20, 2011 9:06 AM

29 We should be selective on who we let serve in the military. First, the purpose of the military is to protect the country and anything that disrupts the accomplishment of that mission is undesirable and should be eliminated. Mission accomplishment is the first and only priority. We don't have the same rights as civilians and we shouldn't. The military should not be a mirror reflection of society. If you want the military to look like the rest of society, get ready for it to act like the rest of society. This issue cannot be equally compared to admitting women and minorities into the service since the prejudice against them was immoral in its roots, based on hate and the lie that women and minorities were inferior to whites and men. In contrast, the objection of individuals to homosexuality is a moral disapproval of chosen actions. This is not because of small minded bigotry, but because God made men and women compatible and this is reinforced by nature in their ability to procreate. Homosexuality is against nature, therefore it will never be excepted as being right on moral grounds by everyone. This does not mean that intolerance would prevail in the military, but the most important issue that must be examined is the direct impact that homosexuals would have on the mission accomplishment of the military. The legal, logistical, aviation, medical and other support areas of the military would suffer from the effects of a change in policy. Many of those units experience the inherent conflicts that arise from men and women serving together in the same unit when emotional and sexual relationships develop and then deteriorate. These problems would be greatly amplified with homosexuals (men and women) who statistically are much more promiscuous than heterosexuals and also engage in vastly more unprotected sex, especially in homosexual men under age 25 (of which is the vast majority of the USMC). Also, homosexuals would need to have their own barracks rooms, there is no way around that and the logistical nightmare that would ensue would cost millions. Combat arms, such as infantry, tanks, artillery and many others would suffer the worst from a change in policy, especially if it meant that those units could no longer be comprised of only heterosexual males. Currently, women cannot serve in combat arms occupations. This is not because they cannot do the job, in fact I support women serving in combat arms occupations, but they would need to have their own unit of all women and would need to pass the same physical requirements as men without exception. The reason for this and the reason for keeping homosexuals out of combat arms units is that sex, when introduced into a small unit, has cancerous effects. The inherent relationship complications that would accompany the inevitable sex in a combat unit with multiple homosexuals would greatly undermine good order and discipline and unit cohesion. This is unacceptable when dealing with units that spend month after month together in incredibly close quarters. You cannot jeopardize the effectiveness of a unit and its cohesion for a social experiment. I warmly embrace anyone who wishes to serve this great country in the military, but the risks involved are too great to outweigh the any small benefit, if any, of allowing homosexuals to serve openly. This is in contrast to allowing women and minorities to serve. In those cases the long term benefit of allowing women and minorities to serve greatly outweighed the relative short term friction that resulted from those decisions. Military members are not like regular civilians. They are professionals that give up their rights to serve. Literally, the Constitutional rights of military members are greatly abridged compared to the regular civilian citizen. Homosexuals are not kept out of the military because of prejudice or hate, but because the complications that accompany the lifestyle undermine the good order and discipline of the services, specifically combat arms units.

**Page 8, Q9. Please provide personal thoughts, suggestions, perspectives on the repeal and implementation of the repeal of DADT and homosexuals/gay people's service in the Armed Forces.**

- 30 I personally believe the 'published' DOD Study was a complete FARSE. I have a hard believing the results. I believe the people in charge of the study were forced to publish a 'more favorable' report because of political pressure. There were some issues that I mentioned during the study: -If transgender personnel are allowed to serve, how would you characterize their sex in regards to height and weight? Males who become females will unlikely make weight standards. What about PFT standards? The male who becomes a female will blow away his/her actual female servicemembers. This will create a huge unfair disadvantage to naturally born females. What about females who become males? Height/weight/body fat will likely be out of standards because of natural body composition. PFTs would be naturally harder to compete with naturally born males. Would they insist on a conversion table for compensation? -What about the Chaplain Corps? Will we face a mass exodus because of this? How will we handle that? -I personally disagree with this whole debacle. Like the Commandant said... It is not a good time to repeal it, but I will carry out the orders given to me to the best of my ability. However, my duty is to God first and foremost and that will be considered above all. Jan 19, 2011 11:20 AM
- 31 I feel it will be a very difficult process to openly accept homosexuals into the Marine Corps. I can not understand how the Marine Corps/Services will deal with homosexuals in a platoon environment in regards to berthing, possible relationships, as well as the human element when it comes to evaluations. I do not believe I would have any issues with leading or mentoring homosexuals by using the same leadership principles and traits currently being used. However, being led by a homosexual, I am unsure how I could or would accept such circumstances. The one thing the Marine Corps has going for it over the other services is its Warrior Ethos let's hope that never changes! Jan 19, 2011 11:03 AM
- 32 N/A Jan 18, 2011 9:49 AM
- 33 A servicemember should be judged by his/her professionalism and proficiency. Sexual orientation should not be a factor in determining a member's performance or ability to serve/potential for further service. Jan 14, 2011 8:15 AM
- 34 Why change something that has been going well in the past years. Seems pointless and I think someone is just bored and wanted to raise arguments within the branches. Overall the policy should have stayed cause we are human first and all the branches want to maintain the image that was set forth from the past years now that image will change. Us service members know what we live by while serving in the military and we always follow those rules and guidelines is the general public that looks at us and judges individual branches. I have more thoughts and concerns but I'll leave it at that for now. Jan 13, 2011 7:02 PM
- 35 The military works best the way it is now. Don't change it! If you allow gays to openly serve then you will then open the door for PFC Male and LCPL Male to get married just to move out of the barracks and get BAH it will open a can of worms that's best kept shut. Not knowing that someone is gay in the shower with you in boot camp SOI/MCT forward deployed is better than knowing. I don't want to shower with someone that's going to seek pleasure by showering. Jan 13, 2011 1:45 PM
- 36 Well, it's pretty simple I feel that just because a person is gay or a lesbian doesn't mean you have to treat them any different. If a person feels uncomfortable around that person leave, don't sit there and make harsh comments about that person's sexual preference, serving your country should not be limited to the American people simply because of a person's choice to be gay or a lesbian. Jan 12, 2011 5:36 PM

**Page 8, Q9. Please provide personal thoughts, suggestions, perspectives on the repeal and implementation of the repeal of DADT and homosexuals/gay people's service in the Armed Forces.**

- 37 DADT was a dumb policy and I'm not surprised to see its repeal. My only disappointment is that the Marine Corps didn't recognize that this was coming (the writing has been on the wall for years), and voluntarily repeal/disregard the policy. Doing so would have preserved combat power and also given the Marine Corps time to implement required changes at its own pace rather than waiting to have them forced. Jan 12, 2011 4:03 PM
- 38 It is time - a generational shift has occurred in society that generally accepts homosexuality. Senior military leadership, coming from a previous generation (or two) is having a far more difficult time accepting this fact, but I believe that the "hype" surrounding this decision will prove unjustified - much as the European experience demonstrated. Jan 12, 2011 12:36 PM
- 39 As professionals military leaders will do, in theory, what is ordered. Our civilian and HHQ leaders must acknowledge and understand that this implementation will not come easily. That may "good" men and women of conservative background will have issues with this repeal. My hope is that that same leadership implements programs and training to help assist with the ease of transition, while understanding and having compassion for that group of people. Ultimately, my thoughts are not that I believe a homosexual individual does not have a physical or mental capability (or lack thereof) that would inhibit service; do believe that the continued cultural frictions (that even the larger society as a whole still is working through) will be a significant distractor to mission focus. Jan 12, 2011 10:33 AM
- 40 None at this time Jan 12, 2011 5:09 AM
- 41 I'm certain that they have served in the past, serve now, and will serve in the future -and will continue to do so, irregardless of whatever law, rule, or regulation is developed and adjudicated within the Armed Forces. We don't celebrate being a hetrosexual, I don't validate a reason to celebrate homosexuals either - same rules of governence apply under the UCMJ for all Service Members, and any changes that may be developed within this latest exchange of social developments from American cultural preferences...bottom line at the end of the day; it doesn't matter - we've got significantly more pressing problems in this country than the attention that's being given to these topics - lets get on with it already, move on, and stop jaw-jacking crap forever...the "perpetual anticipation of a thing" is worse than the "thing" itself. Jan 11, 2011 4:11 PM
- 42 I think the DOD has seen this as a social issue vice a moral issue. Socially, it may be more acceptable, but morally I think many members when actually confronted with it will be uncomfortable. The further you depart from the clearly religious rules and values of the UCMJ (regardless of revisionist history) the more any behavior will become acceptable. I personally do not look at any homosexual with hatred or ill will but I think they exhibit a moral depravity and afront to all that I believe about God's design for man. This is my biblical worldview and DADT repeal won't change it. I will still serve as long as I feel called to serve, but it definitely does not endear me to stay with an organization which no longer shares my values of right and wrong. I will serve with honor and treat all I serve with respectfully and with brotherly love, but I will not silence my personal convictions if asked, to do so would be to give up my beliefs from God's Word, which are higher than any document I could vow to protect and defend. Jan 11, 2011 12:20 PM
- 43 Much to do about nothing....we'll follow the law. Jan 11, 2011 11:53 AM

**Page 8, Q9. Please provide personal thoughts, suggestions, perspectives on the repeal and implementation of the repeal of DADT and homosexuals/gay people's service in the Armed Forces.**

- 44 Homesexuality is an abomination and is wrong in all cases. It should not be allowed in society, especially the military. God help me if I have to serve with a flaming Marine with a limp wrist and a lisp! Jan 11, 2011 10:53 AM
- 45 My only thoughts are that I won't be in the Corps long enough to see the true value of the repeal. I know and have served with homosexual Marines and they are some of the finest people and Marines I know! Leading a company or section through this transition would have been one the best and rewarding leadership challenges outside of combat. I hope the leaders of the Corps have the moral courage to look inside themselves and be a proponent of the change and use this moment to shape a more tolerant, accepting Marine Corps. I believe they will look back in twenty years and be proud of what they started. Jan 11, 2011 7:07 AM
- 46 Get your crayons. Jan 11, 2011 6:53 AM
- 47 Let's get it done and move on. This is the 21st century. Jan 11, 2011 6:45 AM
- 48 My only suggestion would be to have a 5 year grace period to allow those on contract to have the opportunity to leave service if they should choose to do so. Jan 11, 2011 6:44 AM
- 49 I'm against the repeal. However, once implemented I will honor my service by doing all I can to make it successful until my EAS. Jan 11, 2011 6:30 AM
- 50 All the above questions and comments captured my views. Jan 11, 2011 5:43 AM
- 51 If the Executive Branch had the moral rectitude to lead in the 1990s, we would even now be closing the loop on the generational change needed to make openly homosexual service a non-issue. Jan 10, 2011 6:11 PM
- 52 This is the wrong time to do this, the focus should be on fighting a massive global war on terror. Jan 10, 2011 5:03 PM
- 53 I do not agree with public display of affection, either heterosexual or homosexual. What a person and his mate/partner do in the privacy of their home is none of my business, so long as it does not break any laws and does not affect their work. Every person has the right to pursue happiness, I have no right to try and stifle or deny that right. Again, if it doesn't affect their work or the workings of the unit, then I will fully support a Marine's pursuit of happiness. Jan 10, 2011 4:44 PM
- 54 I believe that it is not good order for the services to implement the DADT repeal due to the services being the right example of decent Americans who serve this nation with pride and valor. Jan 10, 2011 2:51 PM
- 55 Like stated earlier, my personal thoughts on this is that I am open to lead and mentor no matter what the sexual orientation is. I feel that throughout the military there are individuals that are not responsible enough to put there personal feelings on the situation aside and lead as they would any other. I do admit in the beginning stages of the repeal there will be challenges that we will face. However, it will only allow us to learn from those mistakes and move forward. I honestly hope that prior to the full implementation of DADT we have set guidelines of how to successfully approach this situation. Jan 10, 2011 2:35 PM
- 56 This is a done deal. Let's move on to the next mission. Jan 10, 2011 2:30 PM

**Page 8, Q9. Please provide personal thoughts, suggestions, perspectives on the repeal and implementation of the repeal of DADT and homosexuals/gay people's service in the Armed Forces.**

- 57 To be perfectly honest, I believe that personal media devices, the iPod, and gaming systems have had more of a profound negative impact on unit cohesion and camaraderie than DADT ever did or could. The real issue is the question of morality and whether or not we truly are a secular service. Jan 10, 2011 2:27 PM
- 58 I think that leadership has difficulty handling assault and harassment as it is, but am glad that they are realizing that merit should be the criterion vice sexual orientation or anything else. Jan 10, 2011 2:03 PM
- 59 I do not agree with the repeal, however, I will execute the order as directed. However the implementation process of the repeal requires DoD to provide clear guidance on the expectation and goals of the repeal process. I find that a near unrealistic goal as guidance from higher has usually been vague and nearly impossible to implement. If the implementation plan is poor organized and amibious in execution unit cohesion and mission effectiveness will be severely impeded. Commanders will spend in inordinate amout of time cut through the fog to meet higher's intent. Social experiment executed by the military that will require the precious resource of time that we are already deficient in as we trained for the complextities of irregular warfare. Jan 10, 2011 1:05 PM
- 60 In the short term minor, or transition period, severals negative incidents will probably result. However, military professionals are taught to follow orders. Once the implementation process is complete it will be business as usual in the military. Jan 10, 2011 12:52 PM
- 61 I just want to note the first question. While I feel that DADT served a purpose, the first answer which not only stated it served its purpose, but should have been retained is only half true. I am open to having the DADT repealed and understand it will create environments that will challenge leaders. I felt that the words "wasted" were strong negative words and immediately did not want to answer with those responses as to give the opinion I was not open for change to the DADT. Again, I feel that the majority of individuals serving openly will NOT face any issues and most commanders will lead accordingly. The flamboyent individual choosing to "make a point" will in fact create a problem. I know several homosexuals in the Marine Corps and have zero issues with them. They are a vital member of the service. While I can't understand what it's like serving in the military banned from serving openly go through, I really didn't think there was any issue the current policy. Again, though, I can't relate. Obviously thought this is an issue, hence the current repeal. It will be the leaders of the service that must make this work; it's a challenge that will only test a true leaders ability. Jan 10, 2011 12:37 PM
- 62 Like all changes such as desegregation, I believe that the implementation was more difficult than the actual adjustment of the services will be. It will take time, and there will no doubt be issues over the next several years and rules and regulations that need to be altered or adjusted. However, in time this will most likely be looked at in the same light as allowing women into the service academies or desegregation. Jan 10, 2011 7:26 AM
- 63 The population has not fully accepted homosexuality. Don't force the military to be the test bed for change. Jan 10, 2011 7:06 AM

**Page 8, Q9. Please provide personal thoughts, suggestions, perspectives on the repeal and implementation of the repeal of DADT and homosexuals/gay people's service in the Armed Forces.**

64. Our biggest issue, it appears, is that we haven't done enough research. Asking military folks and the US public is not enough to repeal. There ARE foreign militaries that allow and don't allow homosexuals to serve openly in their militaries...what do they have to say; how is it working for them?

Jan 10, 2011 7:04 AM

**APPENDIX J**  
**Complete Results for "non-Marine" Respondent Group**

## 1. What is your gender?

		Response Percent	Response Count
	Male	75.0%	27
	Female	25.0%	9
	answered question		36
	skipped question		0

**2. What is your rank?**

		Response Percent	Response Count
O1-O2		2.8%	1
O3		30.6%	11
O4		61.1%	22
O5		2.8%	1
O6 or higher		0.0%	0
E1-E3		0.0%	0
E4-E5		0.0%	0
E6-E7		0.0%	0
E8-E9		0.0%	0
CWO-CWO2		0.0%	0
CWO3-CWO4		0.0%	0
CWO5		0.0%	0
Other		2.8%	1
<b>answered question</b>			<b>36</b>
<b>skipped question</b>			<b>0</b>

**3. What is your duty status?**

		Response Percent	Response Count
Active Duty	 A horizontal progress bar consisting of a dark grey bar followed by a light grey bar, with a small vertical tick mark at the end.	91.7%	33
Reservist	 A very short horizontal progress bar consisting of a dark grey bar followed by a light grey bar, with a small vertical tick mark at the end.	8.3%	3
Retired		0.0%	0
Discharged/Separated		0.0%	0
Other		0.0%	0
Civilian		0.0%	0
		answered question	36
		skipped question	0

**4. What is your age?**

		Response Percent	Response Count
18-24	 A very short horizontal progress bar consisting of a dark grey bar followed by a light grey bar, with a small vertical tick mark at the end.	2.8%	1
25-31	 A medium-length horizontal progress bar consisting of a dark grey bar followed by a light grey bar, with a small vertical tick mark at the end.	25.0%	9
32-38	 A long horizontal progress bar consisting of a dark grey bar followed by a light grey bar, with a small vertical tick mark at the end.	55.6%	20
39-45	 A short horizontal progress bar consisting of a dark grey bar followed by a light grey bar, with a small vertical tick mark at the end.	13.9%	5
46-52	 A very short horizontal progress bar consisting of a dark grey bar followed by a light grey bar, with a small vertical tick mark at the end.	2.8%	1
53-59		0.0%	0
60 or older		0.0%	0
		answered question	36
		skipped question	0

**5. What is your service component?**

		Response Percent	Response Count
USMC	[REDACTED]	0.0%	0
US Army	[REDACTED]	41.7%	15
US Air Force	[REDACTED]	16.7%	6
US Navy	[REDACTED]	25.0%	9
US Coast Guard	[REDACTED]	16.7%	6
US Civilian	[REDACTED]	0.0%	0
Non-US Military or Civilian	[REDACTED]	0.0%	0
Other	[REDACTED]	0.0%	0
	answered question	36	
	skipped question	0	

**6. What is your military occupational specialty (MOS) area?**

		Response Percent	Response Count
Combat Arms	[REDACTED]	25.0%	9
Combat Service Support	[REDACTED]	22.2%	8
Air	[REDACTED]	8.3%	3
Other	[REDACTED]	36.1%	13
Not Applicable	[REDACTED]	8.3%	3
	answered question	36	
	skipped question	0	

**7. In my opinion, the Don't Ask Don't Tell (DADT) law: (Check all that apply.)**

		Response Percent	Response Count
Served a valuable purpose and should have been retained	[REDACTED]	33.3%	12
Protected unit cohesion and furthered mission accomplishment	[REDACTED]	27.8%	10
<b>Neither supported nor harmed unit cohesion and mission accomplishment</b>	[REDACTED]	36.1%	13
Wasted resources and was appropriately repealed	[REDACTED]	13.9%	5
Was discriminatory and was appropriately repealed	[REDACTED]	27.8%	10
	answered question	36	
	skipped question	0	

**8. What was DADT's effect on the following:**

	Very Negative	Negative	Neutral/No effect	Positive	Very Positive	Rating Average	Response Count
The moral character of military service	8.3% (3)	22.2% (8)	41.7% (15)	13.9% (5)	13.9% (5)	3.03	36
The warrior ethos of military service	5.6% (2)	5.6% (2)	52.8% (19)	19.4% (7)	16.7% (6)	3.36	36
Trust between service members	8.3% (3)	25.0% (9)	41.7% (15)	13.9% (5)	11.1% (4)	2.94	36
Honesty between service members	22.2% (8)	30.6% (11)	30.6% (11)	11.1% (4)	5.6% (2)	2.47	36
Integrity of the Chain of Command	11.1% (4)	16.7% (6)	50.0% (18)	13.9% (5)	8.3% (3)	2.92	36
Combat effectiveness	5.6% (2)	11.1% (4)	52.8% (19)	13.9% (5)	16.7% (6)	3.25	36
Loyalty to the Marine Corps (or Service)	2.8% (1)	8.3% (3)	63.9% (23)	19.4% (7)	5.6% (2)	3.17	36
Communication between service members	5.6% (2)	27.8% (10)	47.2% (17)	11.1% (4)	8.3% (3)	2.89	36
Loyalty to peers and subordinates	2.8% (1)	25.0% (9)	47.2% (17)	13.9% (5)	11.1% (4)	3.06	36
Camaraderie	8.3% (3)	11.1% (4)	41.7% (15)	22.2% (8)	16.7% (6)	3.28	36
Unit cohesion	5.6% (2)	8.3% (3)	41.7% (15)	25.0% (9)	19.4% (7)	3.44	36
Mission Accomplishment	2.8% (1)	11.1% (4)	58.3% (21)	11.1% (4)	16.7% (6)	3.28	36
Recruiting and retention	11.1% (4)	22.2% (8)	38.9% (14)	19.4% (7)	8.3% (3)	2.92	36
Justice	13.9% (5)	36.1% (13)	30.6% (11)	13.9% (5)	5.6% (2)	2.61	36
Warfighting capability of U.S. forces	2.8% (1)	11.1% (4)	55.6% (20)	16.7% (6)	13.9% (5)	3.28	36
					answered question		36
					skipped question		0

**9. How much do you agree or disagree with the following statements?**

	Strongly Disagree	Disagree	Agree	Strongly Agree	N/A	Rating Average	Response Count
DADT forced some service members to compromise their integrity or gave the impression of compromised integrity.	13.9% (5)	19.4% (7)	33.3% (12)	33.3% (12)	0.0% (0)	2.86	36
DADT compromised the civil rights of homosexual service members.	22.2% (8)	33.3% (12)	16.7% (6)	27.8% (10)	0.0% (0)	2.50	36
DADT was based on solid evidence that open homosexuals would harm mission accomplishment.	19.4% (7)	27.8% (10)	33.3% (12)	13.9% (5)	5.6% (2)	2.44	36
DADT increased work place tension.	16.7% (6)	58.3% (21)	11.1% (4)	11.1% (4)	2.8% (1)	2.17	36
DADT was based on prejudice and stereotypes.	19.4% (7)	27.8% (10)	22.2% (8)	27.8% (10)	2.8% (1)	2.60	36
DADT contributed to harmful suspicions or negative perceptions of some service members.	19.4% (7)	33.3% (12)	27.8% (10)	19.4% (7)	0.0% (0)	2.47	36
DADT compromised the chain of command when homosexuality appeared to be selectively overlooked or investigated.	8.3% (3)	41.7% (15)	22.2% (8)	22.2% (8)	5.6% (2)	2.62	36
					answered question		36
					skipped question		0

**10. Poll results examined by the Pentagon Report found that in the early 1990s, approximately 50-65% of Americans supported allowing gay men and lesbians to serve in the military. Further, these polls showed approximately 40% of Americans supported allowing gay men and lesbians to serve openly.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	N/A	Rating Average	Response Count
These polls suggest that the DADT law appropriately reflected the public's sentiment toward the service of gay men and lesbians in 1993.	5.6% (2)	41.7% (15)	33.3% (12)	11.1% (4)	8.3% (3)	2.45	36

Please Comment (not required)

13

answered question

36

skipped question

0

**11. Recent survey results examined by the Pentagon Report found that over 70% of Americans support allowing gay men and lesbians to serve in the military. Further, these polls report 60-75% of Americans support allowing gay men and lesbians to serve openly.**

	Strongly Disagree	Disagree	Agree	Strongly Agree	N/A	Rating Average	Response Count
These poll results suggest that 2011 is an appropriate year to implement a repeal of the DADT law.	19.4% (7)	8.3% (3)	50.0% (18)	16.7% (6)	5.6% (2)	2.68	36

Please Comment (not required)

10

answered question

36

skipped question

0

**12. Have you served with a U.S. service member that you knew to be homosexual?**

		Response Percent	Response Count
Yes		63.9%	23
No		36.1%	13
		answered question	36
		skipped question	0

**13. How much do you disagree or agree with the following?**

	Strongly Disagree	Disagree	Agree	Strongly Agree	N/A	Rating Average	Response Count
Prior to the December 2010 repeal, I faithfully executed my duty to enforce DADT when confronted with knowledge of a DADT violation.	28.6% (6)	14.3% (3)	14.3% (3)	19.0% (4)	23.8% (5)	2.31	21
DADT created situations where I felt I had to either compromise my sense of justice to a fellow service member or my duty to comply with the law.	28.6% (6)	9.5% (2)	19.0% (4)	28.6% (6)	14.3% (3)	2.56	21
					answered question	21	
					skipped question	15	

**14. If you served with a known homosexual did you: (Check all that apply.)**

		Response Percent	Response Count
Report your knowledge to your chain of command	<input type="checkbox"/>	23.8%	5
Initiate an investigation of the service member	<input checked="" type="checkbox"/>	4.8%	1
Take action to ensure the service member was not harmed or discriminated against	<input type="checkbox"/>	23.8%	5
Seek to have the service member removed from your unit	<input type="checkbox"/>	9.5%	2
Seek to be transferred to another unit	<input type="checkbox"/>	0.0%	0
Counsel the service member to alter his/her conduct to prevent additional members of the command from learning of his/her sexual orientation	<input type="checkbox"/>	9.5%	2
<b>Other -or- Please provide comments or an explanation of your answer. (Not required.)</b>	<input type="checkbox"/>	76.2%	16
		<b>answered question</b>	<b>21</b>
		<b>skipped question</b>	<b>15</b>

**15. What effect do you think the DADT repeal will have on the following:**

	Very Negative	Negative	Neutral/No effect	Positive	Very Positive	Rating Average	Response Count
The moral character of military service	5.9% (2)	20.6% (7)	<b>52.9% (18)</b>	11.8% (4)	8.8% (3)	2.97	34
The warrior ethos of military service	8.8% (3)	20.6% (7)	<b>58.8% (20)</b>	2.9% (1)	8.8% (3)	2.82	34
The prestige of military service	8.8% (3)	20.6% (7)	<b>58.8% (20)</b>	2.9% (1)	8.8% (3)	2.82	34
The honor of military service	5.9% (2)	11.8% (4)	<b>61.8% (21)</b>	11.8% (4)	8.8% (3)	3.06	34
The integrity of service members	0.0% (0)	11.8% (4)	<b>44.1% (15)</b>	35.3% (12)	8.8% (3)	3.41	34
Combat effectiveness	8.8% (3)	14.7% (5)	<b>58.8% (20)</b>	8.8% (3)	8.8% (3)	2.94	34
Loyalty to the Marine Corps (or Service)	0.0% (0)	14.7% (5)	<b>64.7% (22)</b>	11.8% (4)	8.8% (3)	3.15	34
Service members' ability to focus on their primary mission	8.8% (3)	23.5% (8)	<b>41.2% (14)</b>	14.7% (5)	11.8% (4)	2.97	34
Loyalty to peers and subordinates	2.9% (1)	14.7% (5)	<b>52.9% (18)</b>	20.6% (7)	8.8% (3)	3.18	34
Camaraderie	2.9% (1)	38.2% (13)	<b>44.1% (15)</b>	2.9% (1)	11.8% (4)	2.82	34
Unit cohesion	2.9% (1)	41.2% (14)	<b>41.2% (14)</b>	2.9% (1)	11.8% (4)	2.79	34
Mission accomplishment	5.9% (2)	14.7% (5)	<b>58.8% (20)</b>	8.8% (3)	11.8% (4)	3.06	34
Recruiting and retention	2.9% (1)	23.5% (8)	29.4% (10)	32.4% (11)	11.8% (4)	3.26	34
Justice	2.9% (1)	8.8% (3)	<b>47.1% (16)</b>	26.5% (9)	14.7% (5)	3.41	34
War fighting capability of U.S. forces	5.9% (2)	14.7% (5)	<b>55.9% (19)</b>	14.7% (5)	8.8% (3)	3.06	34
					answered question	34	
					skipped question	2	

**16. How much do you disagree or agree with the following statements related to the repeal of DADT? The repeal of DADT will...**

	Strongly Disagree	Disagree	Agree	Strongly Agree	N/A	Rating Average	Response Count
Prompt me to voluntarily separate from my service earlier than I had previously planned.	<b>76.5% (26)</b>	8.8% (3)	8.8% (3)	2.9% (1)	2.9% (1)	1.36	34
Allow recruiting and retention decisions to be based on qualifications, conduct, and performance to a greater degree.	11.8% (4)	23.5% (8)	<b>41.2% (14)</b>	14.7% (5)	8.8% (3)	2.65	34
Enhance the honor of military service by increasing the honesty and integrity of military decision making.	5.9% (2)	<b>35.3% (12)</b>	32.4% (11)	17.6% (6)	8.8% (3)	2.68	34
Harm cooperation with religious institutions that provide chaplains to support service members.	17.6% (6)	<b>41.2% (14)</b>	14.7% (5)	17.6% (6)	8.8% (3)	2.35	34
Provide opportunities to renew cooperation and build public support for the Armed Services, for example, among academic communities that barred ROTC units.	8.8% (3)	26.5% (9)	<b>32.4% (11)</b>	<b>32.4% (11)</b>	0.0% (0)	2.88	34
Increase the integrity of professional relationships between service members.	5.9% (2)	<b>38.2% (13)</b>	29.4% (10)	20.6% (7)	5.9% (2)	2.69	34
Increase respect for military service by enhancing the perception of justice in evaluation, recruiting, and retention decisions.	5.9% (2)	32.4% (11)	<b>41.2% (14)</b>	14.7% (5)	5.9% (2)	2.69	34
Increase integrity between service members and their chain of command.	5.9% (2)	<b>32.4% (11)</b>	<b>32.4% (11)</b>	23.5% (8)	5.9% (2)	2.78	34
					<b>answered question</b>	34	
					<b>skipped question</b>	2	

**17. How much do you disagree or agree with the following:**

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
The UCMJ provides the Chain of Command the necessary tools to address issues of proper personal relationships, public displays of affection, and harassment that may arise due to the repeal of DADT.	14.7% (5)	14.7% (5)	41.2% (14)	29.4% (10)	2.85	34

Please comment. (Not required)

8

answered question	34
skipped question	2

**18. Do you know civilians who are homosexual?**

	Response Percent	Response Count
Yes	97.1%	33
No	2.9%	1
answered question	34	
skipped question	2	

**19. How much do you disagree or agree with the following:**

	Strongly Disagree	Disagree	Agree	Strongly Agree	Response Count
In my opinion and irrespective of the repeal of the DADT law, open homosexuality is incompatible with military service.	32.4% (11)	32.4% (11)	17.6% (6)	17.6% (6)	34
answered question	34				
skipped question	2				

**20. I believe open homosexuality is incompatible with military service because: (Check all that apply.)**

		Response Percent	Response Count
Of my moral or religious beliefs	<input type="checkbox"/>	29.4%	10
Homosexuals are untrustworthy	<input type="checkbox"/>	0.0%	0
Homosexuals are physically weak and unable to support/defend fellow service members in combat	<input type="checkbox"/>	2.9%	1
Homosexuals are anathema to the warrior ethos	<input type="checkbox"/>	8.8%	3
Open homosexuals will degrade unit cohesion	<input type="checkbox"/>	32.4%	11
Open homosexuals will impede mission accomplishment	<input type="checkbox"/>	14.7%	5
I do not believe homosexuality is incompatible with military service.	<input type="checkbox"/>	52.9%	18
Other (please comment)	<input type="checkbox"/>	20.6%	7
		answered question	34
		skipped question	2

**21. The Support Plan for Implementation repeatedly states that the "most critical predictor of successful implementation" of the repeal of DADT will be effective leadership at all levels of the chain of command.**

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
In my opinion, leadership will be critical to successful implementation.	9.1% (3)	3.0% (1)	24.2% (8)	63.6% (21)	3.42	33

What tools, information, approach, procedure, or assistance do you recommend to facilitate implementation?

(Not required.) 11

answered question 33

skipped question 3

**22. The Support Plan for Implementation recommends that the key message of implementation of the DADT repeal be "Leadership-Professionalism-Respect." More specifically: 1) "Leadership matters most." Leaders at all levels will set the example and demonstrate full commitment to DOD policy. 2) "Focus on professionalism." Service members will be expected to execute their professional obligations and adhere to their oath to support and defend the Constitution. 3) "Promote strength through respect." All service members will be treated with respect; harassment and discrimination will not be tolerated.**

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
In my opinion, this is a solid foundation for an implementation plan.	0.0% (0)	15.2% (5)	48.5% (16)	36.4% (12)	3.21	33

Please provide comments or an explanation of your answer. (Not required.)

6

answered question 33

skipped question 3

**23. The Support Plan for Implementation recommends that emphasis should focus on "behaviors not attitudes." In other words, implementation "should emphasize that no service member is being asked to change his or her personal beliefs" on DADT or homosexuality but that disrespect, harassment, or discrimination will not be tolerated.**

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
In my opinion, this approach will address the moral or religious concerns regarding homosexuality held by some service members	12.1% (4)	45.5% (15)	24.2% (8)	18.2% (6)	2.48	33

Please provide comments or an explanation of your answer. (Not required.)

8

answered question

33

skipped question

3

**24. The Support Plan for Implementation recommends that sexual orientation NOT be specified as a class eligible for a Military Equal Opportunity program complaint as are the federally protected classes of race, color, religion, sex, and national origin. Rather, implementation should emphasize that evaluations be based on "only individual merit, fitness, and capability," and that "harassment or abuse based on sexual orientation is unacceptable."**

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
In my opinion, NOT considering sexual orientation to be a federally protected class is a workable approach.	18.2% (6)	18.2% (6)	30.3% (10)	33.3% (11)	2.79	33

Please provide comments or an explanation of your answer. (Not required.)

9

answered question

33

skipped question

3

**25. The Support Plan for Implementation recommends that basing berthing or billeting assignments on sexual orientation be prohibited and that any segregation based on sexual orientation be prohibited. However, the plan also recommends that Commanders be given discretion to address privacy concerns on a case by case basis.**

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
Prohibiting use of sexual orientation as a basis for berthing or billeting assignments but allowing Commanders limited discretion is a workable approach.	21.2% (7)	15.2% (5)	<b>42.4% (14)</b>	21.2% (7)	2.64	33

Recommendations, comments, or concerns regarding this approach. (Not required.)

9

answered question 33

skipped question 3

**26. The Support Plan for Implementation recommends that a new status of "committed relationship" NOT be created at this time so NO changes are recommended to be made to marriage-related benefit eligibility. In short, due to the restrictions of marriage to heterosexual couples by federal law, any service member not in a federally recognized marriage will continue to be considered a "single" service member for benefit eligibility.**

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
I agree that no changes should be made to benefits associated with marital status at this time.	15.2% (5)	15.2% (5)	<b>42.4% (14)</b>	27.3% (9)	2.82	33

Please provide comments or an explanation of your answer. (Not required.)

11

answered question 33

skipped question 3

**27. Once the repeal of DADT is implemented, and if my supervisor/commander were openly homosexual, I would:**

		Response Percent	Response Count
Seek a transfer.	<input type="checkbox"/>	6.1%	2
Seek to separate from my service.	<input type="checkbox"/>	3.0%	1
Seek advice or counseling to adapt to this situation.	<input type="checkbox"/>	6.1%	2
<b>None of the above. The sexual orientation of my supervisor would not impact my career decisions or attitude.</b>	<input type="checkbox"/>	72.7%	24
Welcome the opportunity to support a professional and openly homosexual supervisor/commander	<input type="checkbox"/>	6.1%	2
Other (please specify)	<input type="checkbox"/>	6.1%	2
		answered question	33
		skipped question	3

**28. Once the repeal of DADT is implemented: (Check all that apply.)**

		Response Percent	Response Count
I would lead/mentor openly homosexual subordinates with difficulty.	<input type="checkbox"/>	15.2%	5
I would have a moral objection to leading or supervising openly homosexual subordinates.	<input type="checkbox"/>	3.0%	1
I would need training or support to understand how to mentor or lead openly homosexual subordinates.	<input type="checkbox"/>	12.1%	4
<b>The sexual orientation of my subordinates would have no impact on my ability to lead or mentor them.</b>	<input checked="" type="checkbox"/>	75.8%	25
I will welcome the opportunity to lead or mentor openly homosexual service members.	<input type="checkbox"/>	30.3%	10
Other (please specify)	<input type="checkbox"/>	9.1%	3
		<b>answered question</b>	<b>33</b>
		<b>skipped question</b>	<b>3</b>

**29. Please provide personal thoughts, suggestions, perspectives on the repeal and implementation of the repeal of DADT and homosexuals/gay people's service in the Armed Forces.**

		Response Count
		10
	<b>answered question</b>	<b>10</b>
	<b>skipped question</b>	<b>26</b>

**Page 3, Q1. Poll results examined by the Pentagon Report found that in the early 1990s, approximately 50-65% of Americans supported allowing gay men and lesbians to serve in the military. Further, these polls showed approximately 40% of Americans supported allowing gay men and lesbians to serve openly.**

- |    |   |                       |
|----|---|-----------------------|
| 1  | That number seems extremely high. I do not believe that the country was at a point in which open homosexuality in the military would have been accepted.  | Jan 24, 2011 11:48 AM |
| 2  | I can't sufficiently comment without knowing more details of the survey (sample, questions, format, etc.) however, these numbers were sufficient to show that was NOT an overwhelming majority that supported the 1982 policy (DOD Directive 1332.14) that prohibited service by homosexuals.   | Jan 21, 2011 1:41 PM  |
| 3  | Of the Americans polled, how many were veterans?  | Jan 20, 2011 2:04 PM  |
| 4  | DADT was a cop-out that failed to effectively address the issue.  | Jan 20, 2011 2:03 PM  |
| 5  | Based exclusively on the poll numbers above, it would suggest that DADT did not align. However, I would question the results of this poll without any further details.  | Jan 12, 2011 12:29 PM |
| 6  | It's obvious that the military opinion is more accepting than the general public opinion.   | Jan 12, 2011 6:05 AM  |
| 7  | It did so while protecting the sensibilities of more conservative service members - not a perfect or consistent solution.   | Jan 11, 2011 11:51 AM |
| 8  | Agree, but not sure it matters. In an all volunteer force the public's opinion on who should and should not serve or the circumstances under which people can serve seems moot.   | Jan 11, 2011 5:35 AM  |
| 9  | I don't think the public's opinion on homosexuality really has much bearing (other than as political capital) on how Congress runs the armed forces. In the 1990s, the public did not appear to be pushing Congress to give benefits or recognition to homosexual partners (e.g. to my knowledge, civil unions were not recognized, federal benefits were not given to same sex partners in the federal workplace). I think it is unrealistic to expect Congress to use the military to lead society in integrating homosexuals and a same-sex benefits structure when civilian America was not yet there. This poll doesn't ask (as far as I know) whether the public supported those gay men and women receiving dependent pay or health care for a partner--a question which I would be very interested in seeing the results. | Jan 10, 2011 3:42 PM  |
| 10 | The past two times a democrat was president, the political focus often became, what every democrat focus becomes- perceived fairness and political correctness and not on those things that should matter more than people's feelings- such as accomplishing the mission. 1993 was the first people really started talking about this topic but being gay was not as open discussion topic for Americans as it is today. I think SOME people wanted to talk about it.   | Jan 10, 2011 2:55 PM  |
| 11 | There are many different polling agencies that would obtain different numbers. The only statistical data that should matter is that of the civilian and military leadership, but most importantly, that of the service members that are serving.  | Jan 10, 2011 2:15 PM  |

**Page 3, Q1. Poll results examined by the Pentagon Report found that in the early 1990s, approximately 50-65% of Americans supported allowing gay men and lesbians to serve in the military. Further, these polls showed approximately 40% of Americans supported allowing gay men and lesbians to serve openly.**

- 12 The law did NOT allow homosexuals to serve in the military. It barred them from service unless they were cunning enough to lie about it and keep it hidden. On the surface it supports the poll but in my opinion was still unfair (which is fine, the world isn't fair sometimes). DADT was a necessary stepping stone for a relatively conservative country that was (and still is) coming to terms with alternative forms of sexuality. Jan 10, 2011 12:46 PM
- 13 That would depend entirely on the polling sample, and the nature of the questions asked--both of which can be manipulated to pursue agendas, as these politically charged surveys often are. Jan 10, 2011 6:34 AM

**Page 3, Q2. Recent survey results examined by the Pentagon Report found that over 70% of Americans support allowing gay men and lesbians to serve in the military. Further, these polls report 60-75% of Americans support allowing gay men and lesbians to serve openly.**

- |   |  |                       |
|---|--|-----------------------|
| 1 | The public opinion may support that; however, when our military is involved in two major conflicts, the government should not be focusing on major, unnecessary changes to the structure of our armed services unless it positively impacts the war fighting effort. I do not believe that repealing DADT accomplishes this task.  | Jan 24, 2011 11:48 AM |
| 2 | ANY year would have been appropriate and without surveys from previous years it is hard to tell exactly when the public attitude changed.  | Jan 21, 2011 1:41 PM  |
| 3 | With two wars, ongoing transformation, fiscal budget cuts, mental health issues, and a myriad of other issues, DADT was at the bottom of my list of things that needed to be solved first.   | Jan 18, 2011 10:15 AM |
| 4 | With a strong HOWEVER, I know many around me in multiple branches of the military that were not allowed or invited to participate in this poll. I would also want to see how the poll questions were written and the available responses to draw my own personal opinions of the statistics that have been generated.  | Jan 12, 2011 12:29 PM |
| 5 | Yes, it needs to be repealed!!!  | Jan 12, 2011 6:05 AM  |
| 6 | I agree that the public wants the military to better reflect its attitude toward homosexuals. In other words, as the public has become more accepting of homosexuals, it wants its' military to be more accepting too. This is reasonable, but again, seems moot. Shouldn't the people who want to serve and who are currently serving be the ones whose opinion matters most?   | Jan 11, 2011 5:35 AM  |
| 7 | Similar to my thoughts above, I think America is moving towards treating homosexuality as a protected class, or at least a class entitled to some civil rights. On the benefits side of the house, I think there is still a lot to work out, especially with DOMA vice the federal recognition of benefits for same sex partners.  | Jan 10, 2011 3:42 PM  |
| 8 | Today, being openly gay is much more mainstream. It's on tv and movies. People are more able and ready to talk about it. However, talking about it and having to serve on a ship, in a combat zone or take a shower with someone who may be sexually attracted to you, is distracting. If it isn't why are their limits to where people can rack and shower? So while most people who may not have a problem having gay or lesbian service members, they probably weren't serving in the military. I don't have a problem with gay and lesbians in the military, but I think it does have an effect depending on the type of unit. That is where this repeal has to play out. If women can't be in certain combat roles we need to ask if it's because of the distraction they may cause (see problems Israeli Army had with women in combat roles). | Jan 10, 2011 2:55 PM  |
| 9 | While I don't agree with the lifestyle of gay men and women, this law is clearly a violation of their civil rights and must be repealed. It is tough as an active duty service member to be involved in the process and have to adjust to the fact that members within your command will be able to serve openly as a gay man or women. Although, the adjustment will be made and DADT will be viewed in 10 years as an irrelevant discussion and most will question why it took DoD 17-years to repeal the law.   | Jan 10, 2011 2:15 PM  |

**Page 3, Q2. Recent survey results examined by the Pentagon Report found that over 70% of Americans support allowing gay men and lesbians to serve in the military. Further, these polls report 60-75% of Americans support allowing gay men and lesbians to serve openly.**

- 10 The data suggests that the public supported repeal. The public appetite for a social issue is an incredibly poor arbiter for decisions regarding national defense/security.

Jan 10, 2011 6:34 AM

**Page 4, Q2. If you served with a known homosexual did you:  
(Check all that apply.)**

1	Nothing	Feb 1, 2011 5:27 AM
2	Did nothing bc I did not hav solid proof.	Jan 26, 2011 4:02 PM
3	The individual was a good sailor who performed well. There was no need to report the individual.	Jan 24, 2011 11:49 AM
4	I consciously turned a blind eye during periods when the Soldier/Sailor/Marine was not in my chain-of-command/responsibility. I did not encounter any SPECIFIC accusations or evidence of homosexuality when I was in command or from any of my direct subordinates.	Jan 21, 2011 1:45 PM
5	Two examples: 1. A subordinate's (E3) behavior was prejudicial to good order and discipline. MBR was sent to administrative board, members opted to retain the MBR. MBR was counseled on appropriate behaviors in the work place. 2. A colleague (O2) admitted preference in confidence due to stresses of constantly lying and hiding penchant. Workplace behavior was not prejudicial to command climate. Due to continued sense of moral stress, colleague eventually admitted to appropriate officials and was separated from the service.	Jan 20, 2011 2:13 PM
6	The member performed their job well.	Jan 20, 2011 2:04 PM
7	Did not do anything as long as the actions did not flow into the workplace.	Jan 20, 2011 1:52 PM
8	I did not say anything because there was no proof.	Jan 20, 2011 8:06 AM
9	I took no action as it was an "open secret" in the command with which no one seemed to have a problem.	Jan 12, 2011 9:51 AM
10	Officers and enlisted that I have served with and continue to serve with knowing they are gay or lesbian does not bother me in the least. Most of them are better leaders, officers, petty officers than most of the straight officers/enlisted I know and have served with.	Jan 12, 2011 6:07 AM
11	Did nothing. His private lifestyle did not involve or effect other members of the command.	Jan 10, 2011 3:43 PM
12	no comment	Jan 10, 2011 3:14 PM
13	Nothing. I have know SEVERAL gay men and women in the military, three that were open outside of work, and a few that were not. There was never a problem with any of them in any way whatsoever. My concern is in a combat or close-quarters operational unit. In almost every other realm (support), there is not a problem with gays openly serving, in my opinion. But the support services are support for the MISSION and if that suffers, that is what should matter.	Jan 10, 2011 3:01 PM
14	I was a legal officer onboard the USS CHANCELLORSVILLE (CG-62) and while I disagreed with the law, I had to process administrative separation proceedings for two Sailors.	Jan 10, 2011 2:37 PM
15	It was assumed but no action was taken on my part to confirm. She is now out of the military and out of the closet.	Jan 10, 2011 12:48 PM

**Page 4, Q2. If you served with a known homosexual did you:  
(Check all that apply.)**

16 As a commander, I found out one of my soldiers was homosexual. I immediately initiated an investigation, ensured his safety, and started the process of separating him from military service. Jan 10, 2011 7:20 AM

**Page 5, Q3. How much do you disagree or agree with the following:**

- 1 I think the berthing/hygiene situation will be a major challenge if DADT is repealed. For example, will two open homosexuals be allowed to share a state room? Ultimately, I believe that repealing DADT will not have major effects on the US military as a whole, but it will create some issues (such as the berthing situation) that heterosexual members may view negatively. Jan 24, 2011 11:54 AM
- 2 Regulations that are in effect to prevent conduct that is detrimental to good order and discipline will suffice whether or not the violator is homosexual. Poor performance, criminal conduct and inappropriate behavior are a factor of discipline, not sexual preference. Jan 21, 2011 1:49 PM
- 3 The UCMJ (among other things) will need to be modified to meet the policy changes. Jan 20, 2011 2:16 PM
- 4 The UCMJ addresses all these issues for heterosexuals and should be considered the same for homosexuals alike. Jan 18, 2011 10:06 AM
- 5 There should be no additional rules put in place to add any type of specific advantages or disadvantages with regard to ones sexual preference. Jan 12, 2011 12:34 PM
- 6 In my mind the UCMJ is sufficient to cover issues such as fraternization and adultery. Eliminating sodomy as an offense makes equal sense. Regarding public displays of affection, this is a matter of professionalism, not criminal action. In any event, public displays of attention between heterosexuals is inappropriate and unprofessional and that should be extended to public displays of attention for homosexuals. This is an issue for commanders and command climate, not the law. Jan 11, 2011 5:41 AM
- 7 These problems happen in the military no matter the sexual orientation of the individual. UCMJ is well equipped to deal with those issues. Jan 10, 2011 3:04 PM
- 8 This should be addressed as the repeal takes affect. Jan 10, 2011 12:51 PM

**Page 7, Q1. I believe open homosexuality is incompatible with military service because:  
(Check all that apply.)**

- |   |   |                       |
|---|---|-----------------------|
| 1 | I do not believe that open admittance of homosexuality is incompatible with military service, however, I think there will be an adjustment period during which we will see degradation of unit cohesion and other problems until we figure out how to grapple with the newfound issues. | Jan 20, 2011 2:19 PM  |
| 2 | It's all about how well you do your job. Period.  | Jan 11, 2011 5:42 AM  |
| 3 | Again, I think in general it is not incompatible except in combat and close quarters operations.  | Jan 10, 2011 3:05 PM  |
| 4 | Again, I don't agree with homosexual life choices. I do agree that homosexuals have a right to serve within the military.   | Jan 10, 2011 2:23 PM  |
| 5 | Interesting that "This question requires an answer" after answering in the last one that homosexuality IS compatible with military service.   | Jan 10, 2011 12:54 PM |
| 6 | I do not believe it is incompatible with military service   | Jan 10, 2011 12:09 PM |
| 7 | I do not believe homosexuality is incompatible with military service  | Jan 10, 2011 6:33 AM  |

**Page 8, Q1. The Support Plan for Implementation repeatedly states that the "most critical predictor of successful implementation" of the repeal of DADT will be effective leadership at all levels of the chain of command.**

1	focus on warrior ethos is key to success- not sexual preference, race, ethnicity, country of origin, etc- Repeal of DADT gives us a great opportunity to return to a focus on what it means to be a warrior, regardless of personal differences. We have lost that focus.	Jan 31, 2011 10:27 AM
2	How to handle certain discrimination.... How to know what to do when there's discrimination in the unit.	Jan 26, 2011 4:10 PM
3	Most concerns revolve around discipline and order, those are leadership issues.	Jan 21, 2011 2:06 PM
4	It will need to be a multifaceted approach to training leaders and subordinates. For the subordinate, they must understand that they must continue to treat their fellow service member with dignity and respect. For leaders the issues are larger. Leaders must be trained on enhancing their command climate and dealing with issues that homosexual servicemembers may pose to them. Above the transition will take time.	Jan 18, 2011 10:24 AM
5	If the leadership successfully embraces and implements the policy, units and subordinates will execute. We are professionals and will ensure this policy, like many other policy's within the DoD, are adheared to.	Jan 18, 2011 10:17 AM
6	I think unit commanders need to conduct climate assessment surveys of their units specifically designed at understanding how their unit members feel about the repeal of DADT. Then they can proceed accordingly. For instance, suppose the unit is mostly in favor of DADT. Making a big deal about its implimentation may actually be harmful. On the other hand, if the unit believes its' cohesion is at risk due to DADT, the commander must nip this in the bud immediately and take a hard line in favor of the policy, regardless of his or her personal feelings of the policy.	Jan 11, 2011 7:30 AM
7	I see this as similar to the integration of minorities and women into the service.	Jan 10, 2011 3:55 PM
8	Clear expectations of how members will act if openly gay, and if they are not gay but they don't agree with people being gay. Strong enforcement of violations of UCMJ regarding sexual misconduct by or against homosexuals.	Jan 10, 2011 3:11 PM
9	Senior leaders need to engage younger troops on the best way to implement the repeal.	Jan 10, 2011 2:52 PM
10	Leaders must discuss professionalism, harrassment, discrimination, integrity, and team building within their command policies. But most of all, leaders must live up to the actions they direct!	Jan 10, 2011 2:35 PM
11	First, tolerance. Second, addressing the problem head on and not letting it fester underneath. Third, clearly stating what are acceptable actions (under the UCMJ) so there can be as few grey areas as possible. Fourth, focus on what unites all servicemembers (service) and not on the things that make them different.	Jan 10, 2011 1:09 PM

Page 8, Q2. The Support Plan for Implementation recommends that the key message of implementation of the DADT repeal be "Leadership-Professionalism-Respect." More specifically: 1) "Leadership matters most." Leaders at all levels will set the example and demonstrate full commitment to DOD...

- |   |  |                       |
|---|--|-----------------------|
| 1 | Well articulated   | Jan 21, 2011 2:06 PM  |
| 2 | This "message" hasn't changed in the last 14 years of my military service. Why would it now because of DADT being repealed. This is remains a solid message.   | Jan 18, 2011 10:17 AM |
| 3 | When one asks another to respect something that they strongly believe to be morally wrong, you have asked that individual to call into question ones personal and moral compass. I can respect the individual due to the rank and position they hold but do not expect individuals to respect what they consider and believe to be an amoral lifestyle. Secondly, the concepts of "Leadership-Professionalism-Respect" are already taught throughout our military system. They do not need to be re-taught or "re-spun" back to us again based on the homosexual agenda. | Jan 12, 2011 1:07 PM  |
| 4 | I wonder if anyone has looked at the integration of other minorities, African Americans, women, etc....we have learned lessons during these times..  | Jan 12, 2011 6:42 AM  |
| 5 | Concurrent emphasis of proper social behavior (both hetero and homo sexual) in a family environment should also be stressed.   | Jan 11, 2011 11:59 AM |
| 6 | Just because someone is homosexual doesn't mean they should be expected to declare it to the unit. If someone is known to be homosexual than these are good precepts.  | Jan 10, 2011 3:55 PM  |

**Page 8, Q3. The Support Plan for Implementation recommends that emphasis should focus on "behaviors not attitudes." In other words, implementation should emphasize that no service member is being asked to change his or her personal beliefs on DADT or homosexuality but that disrespect, ...**

- |   |  |                       |
|---|--|-----------------------|
| 1 | I think that we, as a culture, need to foster a culture of acceptance. We must seek to change the personal beliefs of our service members that homosexuality is inherently wrong.  | Jan 24, 2011 12:05 PM |
| 2 | No statement or directive will serve to change seemingly intractable beliefs based on religion or morals. Therefore, no approach will adequately address the concerns for some people. As with religion or conscientious objection, the all-volunteer force requires compliance with certain policies that may be counter to morals or values. If this makes service incompatible, then so be it. I hesitate to use the words "behaviors not attitudes" as this will lead some people to classify any generally acceptable public behavior as wrong because it is a "behavior". This is merely analogous to a small evolutionary change to DADT whereby people will believe that homosexual "attitude" can now exist, but any "behavior" is unallowed. | Jan 21, 2011 2:06 PM  |
| 3 | It's better than nothing, but religious and moral concerns of service members will still lead some members to encounter difficulty assimilating to the change.   | Jan 20, 2011 2:25 PM  |
| 4 | I believe some service members believe by repealing DADT, they are being asked to accept and believe in gay/lesbian lifestyle choices. This is not the case-if approached with "behaviors and attitudes" I feel this will assist in implementation.  | Jan 18, 2011 10:17 AM |
| 5 | It would be like tolerating skin heads I think it requires greater clarity and education   | Jan 12, 2011 6:42 AM  |
| 6 | It will not address their concerns, but it will make it clear that the moral and religious concerns are subordinate to respect for fellow members and the mission. Smoking, drinking, and promiscuous behavior are also moral and religious concerns of some service members. Where are the pontificators on this issue?   | Jan 11, 2011 7:30 AM  |
| 7 | For those with strong religious, moral, or otherwise strong anti-homosexual views, this will probably not be an adequate approach...I'm not sure it matters. To a certain extent everyone is expected to keep their personal views about [X] subject quiet in the workplace and maintain professional relationships with coworkers whose lifestyle or behaviors may be personally offensive, but not professionally inappropriate. Same applies here.  | Jan 10, 2011 3:55 PM  |
| 8 | It is easier said than done, but we have to communicate to our members that discrimination will not be tolerated.  | Jan 10, 2011 3:11 PM  |

**Page 8, Q4. The Support Plan for Implementation recommends that sexual orientation NOT be specified as a class eligible for a Military Equal Opportunity program complaint as are the federally protected classes of race, color, religion, sex, and national origin. Rather, implementation should emphasize that ev...**

- |   |   |                       |
|---|---|-----------------------|
| 1 | How can we expect equal treatment to homosexuals if there is not a lawful underpinning to back up the notion of respect.  | Jan 31, 2011 10:27 AM |
| 2 | However, I answer this with a general ignorance of the significance of designation of a specific class. I do believe that ANY orientation should be protected from harrassment. | Jan 21, 2011 2:06 PM  |
| 3 | "only individual merit, fitness, and capability," is key. Sexual orientation just as race, ethnicity and religion are not considered for EO. Keep it that way.                  | Jan 18, 2011 10:17 AM |
| 4 | Sexual orientation should NOT be a federally protected class.   | Jan 12, 2011 1:07 PM  |
| 5 | This approach is going to cause a lot of problems, but the alternate is worse.  | Jan 12, 2011 10:03 AM |
| 6 | Quotas hurt you never win on merit if people can chalk it up to quotas  | Jan 12, 2011 6:42 AM  |
| 7 | Homosexuals are recognized as a minority in every gov't program. Why differ here?   | Jan 11, 2011 7:30 AM  |
| 8 | Until the courts hold that homosexuality is a protected class, it should not be considered one in the military.   | Jan 10, 2011 3:55 PM  |
| 9 | The diversity programs already have enough problems without introducing sexual orientation.   | Jan 10, 2011 1:09 PM  |

**Page 8, Q5. The Support Plan for Implementation recommends that basing berthing or billeting assignments on sexual orientation be prohibited and that any segregation based on sexual orientation be prohibited. However, the plan also recommends that Commanders be given discretion to address privacy concerns on...**

- |   |  |                       |
|---|--|-----------------------|
| 1 | Does that mean that a heterosexual male and heterosexual female can berth together? They will be held to the same standards of professional conduct as two homosexual members that live together. However, one will be allowed and the other will not...just playing Devil's advocate. | Jan 24, 2011 12:05 PM |
| 2 | This will not work for some, and will degrade unit cohesion and combat effectiveness.  | Jan 18, 2011 10:24 AM |
| 3 | This repeal will create situations where certain military members are going to be placed into a "hostile work environment" due to their personal beliefs and values.   | Jan 12, 2011 1:07 PM  |
| 4 | but you would never make a male and female billet together....   | Jan 12, 2011 6:42 AM  |
| 5 | I'm always for letting Commanders make decisions based on their own unit's climate.  | Jan 11, 2011 7:30 AM  |
| 6 | segregating unnecessarily focuses on orientation.  | Jan 10, 2011 3:55 PM  |
| 7 | Most straight and gay people are respectful of each other in private arenas like berthing and bathroom. It will likely be the exception versus the rule that people have problems. The more stressful the environment, the worse the problems will be.                                 | Jan 10, 2011 3:11 PM  |
| 8 | This approach can lead to creating a hostile work environment. Anyone, gay or straight, that does not abide my military standards required of all servicemembers should be removed from common berthing facilities.  | Jan 10, 2011 2:52 PM  |
| 9 | If we wouldn't berth males and females together, then we should not put heterosexual members in an uncomfortable position either.  | Jan 10, 2011 12:12 PM |

**Page 8, Q6. The Support Plan for Implementation recommends that a new status of "committed relationship" NOT be created at this time so NO changes are recommended to be made to marriage-related benefit eligibility. In short, due to the restrictions of marriage to heterosexual couples by federal law...**

- |    |   |                       |
|----|---|-----------------------|
| 1  | This needs to be answered on the federal level before the military can address it. However, it is something that needs to be addressed in a timely fashion.   | Jan 24, 2011 12:05 PM |
| 2  | Federal military benefits should mirror federal law.  | Jan 21, 2011 2:06 PM  |
| 3  | I agree, but I acknowledge that this will be a problem. I just don't have an alternative solution to offer.   | Jan 20, 2011 2:25 PM  |
| 4  | I strongly agree, but in my opinion this will change.   | Jan 18, 2011 10:24 AM |
| 5  | This one is difficult. If a state recognizes gay marriage then why wouldn't that hold up for marriage related benefits in the military? My heterosexual marriage licence is from the state, not federal and is recognized for benefits. The DoD needs to consider this dynamic by the state not federal. The Supreme court already ruled this is a state issue. | Jan 18, 2011 10:17 AM |
| 6  | Marriage has been constitutionally defined in a majority of the states to be between a man and a women. To handle this differently within the military would only create further legal battles that serve no purpose.   | Jan 12, 2011 1:07 PM  |
| 7  | I believe this must follow the same course as the public debate but there must be allocations for significant others on DD93 and SGLI, etc  | Jan 12, 2011 6:42 AM  |
| 8  | Until and unless the Federal Gov't recognizes it as legal, I don't see how the Military can defacto recognize it.   | Jan 11, 2011 7:30 AM  |
| 9  | If a state recognizes same sex marriage or a same sex civil union, then the military should also recognize that union. However, just as the military does not recognize common law marriage on its own accord, the military should not have its own rule for same sex "committed relationship" without a state license.   | Jan 10, 2011 3:55 PM  |
| 10 | This will become a sticky situation, but federally recognized marriages is the correct route to go. The bigger question will be what do leaders do when service members travel to Vermont and marry. This is not a federally recognized event, but a marriage license is provided.  | Jan 10, 2011 2:35 PM  |
| 11 | Makes sense considering the federal law. Just something homosexuals will have to deal with until the federal law is changed.  | Jan 10, 2011 1:09 PM  |

**Page 8, Q7. Once the repeal of DADT is implemented, and if my supervisor/commander were openly homosexual, I would:**

- |   |   |                      |
|---|---|----------------------|
| 1 | I WOULD NOT FEEL COMFORTABLE! I would tolerate it, but I wouldn't be happy and most likely seek a PCS   | Jan 26, 2011 4:10 PM |
| 2 | I would do my job as I do now to the best of my ability. I would respect and follow the orders given by this supervisor/commander. However, I would have very strong reservations toward taking any guidance or counseling from this supervisor/commander due to the knowledge that they believe and have adopted a very different moral values system than I am willing to change to or adopt. | Jan 12, 2011 1:07 PM |

**Page 8, Q8. Once the repeal of DADT is implemented:  
(Check all that apply.)**

1 Each Soldier is an individual race, creed or sexual orientation should make no difference Jan 12, 2011 6:42 AM

2 I would do my duty. Jan 11, 2011 8:01 AM

3 Service Members are all "Green". Race, religion, creed, and sexual orientation have nothing to do with getting the mission accomplished. Jan 10, 2011 2:35 PM

**Page 8, Q9. Please provide personal thoughts, suggestions, perspectives on the repeal and implementation of the repeal of DADT and homosexuals/gay people's service in the Armed Forces.**

- 1 It's not the right time... We are a nation at war. The last thing we need is to worry about whether a servicemember is checking me out. Jan 26, 2011 4:10 PM
- 2 My ultimate opinion is that DADT does not harm our servicemen and servicewomen as much as the public may believe. Homosexuals are able to serve in any capacity but cannot state their true sexual orientation. Frankly speaking, they cannot talk about their dating life. In any professional setting, such talk should be discouraged, whether dealing with heterosexual or homosexual conduct. So, DADT is not as big a deal as many believe it is. Jan 24, 2011 12:05 PM
- 3 I am ashamed to be a 22 year veteran of an organization that is so openly discriminatory. Sexual orientation has absolutely NO effect on military performance. Discrimination and prejudice does. I see no problem with service by any individual regardless of orientation, religion, creed, etc. who is willing and capable of conducting the job that he is assigned. The problem is with the people who can't accept someone who is different from themselves. If we fear that openly serving homosexuals will somehow affect other servicemembers, then deal with the affected servicemember's inability to adapt, don't blame the homosexuals. Either an individual complies with regulations and requirements, or he does not. Sexual orientation is irrelevant. Jan 21, 2011 2:06 PM
- 4 I don't care if the law is repealed because I treat everyone with respect despite their views, values or sexual orientation. I just hope the repeal doesn't provide opportunities for homosexuals (men or women) to use their sexual orientation as an excuse for poor performance, because then the process of punishing someone for poor performance becomes a possible discriminatory act. Jan 18, 2011 11:49 AM
- 5 DADT served a purpose in that sexual orientation should not be an issue in the work place. I do not come to work openly discussing or debating my sexual orientation and do not believe that I should. This situation is only going to suffice to force individuals to repress or deny their own personal moral beliefs for the benefit of the few. The real question should be "what value will be gained by this repeal?" If there was something to be genuinely gained by this repeal for the benefit of the military at large, I would be the first to stand up for it. But, I do not believe this will or is the case. Jan 12, 2011 1:07 PM
- 6 Just as American servicemembers do whenever faced with change and challenges, they will rise to the occasion and make this work. To suggest less is to fail to give them credit for their own integrity and professionalism. Jan 12, 2011 10:03 AM
- 7 As a Christian, I have reservations regarding the lifestyle of homosexuals; however, it has no impact on how I feel toward a fellow service member. Anyone will to serve with honor is welcome. Jan 11, 2011 7:30 AM
- 8 Comments were provided throughout the survey. Jan 10, 2011 2:35 PM
- 9 I sincerely believe that implementation of the repeal will not be a significant hinderance to any service. The reason for this is strong leadership. Where weak or biased leadership exists, so will there exist issues. Jan 10, 2011 1:09 PM
- 10 If our civilian leadership has decided to repeal DADT then we as as military professionals should execute that policy honestly and with dignity...if one cannot they should resign their commission and or service in uniform. Jan 10, 2011 6:36 AM

**APPENDIX K**  
Complete Results for “All Gay Service Members” Respondent Group

## 1. What is your gender?

		Response Percent	Response Count
	Male	62.0%	103
	Female	38.0%	63
	answered question		166
	skipped question		0

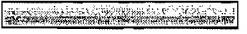
## 2. What is your rank?

		Response Percent	Response Count
O1-O2		9.6%	16
O3		9.0%	15
O4		5.4%	9
O5		4.2%	7
O6 or higher		0.6%	1
E1-E3		15.7%	26
E4-E5		39.2%	65
E6-E7		12.0%	20
E8-E9		0.6%	1
CWO-CWO2		1.8%	3
CWO3-CWO4		0.0%	0
CWO5		0.0%	0
Other		1.8%	3
answered question			166
skipped question			0

### 3. What is your duty status?

		Response Percent	Response Count
Active Duty		79.5%	132
Reservist		13.9%	23
Retired		1.8%	3
Discharged/Separated		4.2%	7
Other		0.6%	1
Civilian		0.0%	0
		answered question	166
		skipped question	0

### 4. What is your age?

		Response Percent	Response Count
18-24		41.0%	68
25-31		37.3%	62
32-38		13.3%	22
39-45		6.0%	10
46-52		1.8%	3
53-59		0.6%	1
60 or older		0.0%	0
		answered question	166
		skipped question	0

**5. What is your service component?**

		Response Percent	Response Count
USMC	[REDACTED]	21.1%	35
US Army	[REDACTED]	20.5%	34
US Air Force	[REDACTED]	37.3%	62
US Navy	[REDACTED]	19.9%	33
US Coast Guard	[REDACTED]	1.2%	2
US Civilian		0.0%	0
Non-US Military or Civilian		0.0%	0
Other		0.0%	0
	answered question		166
	skipped question		0

**6. What is your military occupational specialty (MOS) area?**

		Response Percent	Response Count
Combat Arms	[REDACTED]	12.7%	21
Combat Service Support	[REDACTED]	28.3%	47
Air	[REDACTED]	16.3%	27
Other	[REDACTED]	41.0%	68
Not Applicable	[REDACTED]	1.8%	3
	answered question		166
	skipped question		0

**7. In my opinion, the Don't Ask Don't Tell (DADT) law: (Check all that apply.)**

		Response Percent	Response Count
Served a valuable purpose and should have been retained	<input type="checkbox"/>	0.0%	0
Protected unit cohesion and furthered mission accomplishment	<input checked="" type="checkbox"/>	3.6%	6
Neither supported nor harmed unit cohesion and mission accomplishment	<input type="checkbox"/>	16.3%	27
Wasted resources and was appropriately repealed	<input type="checkbox"/>	48.2%	80
Was discriminatory and was appropriately repealed	<input checked="" type="checkbox"/>	88.0%	146
		answered question	166
		skipped question	0

**8. What was DADT's effect on the following:**

	Very Negative	Negative	Neutral/No effect	Positive	Very Positive	Rating Average	Response Count
The moral character of military service	<b>39.2%</b> (65)	36.7% (61)	21.1% (35)	2.4% (4)	0.6% (1)	1.89	166
The warrior ethos of military service	30.7% (51)	27.7% (46)	<b>36.1% (60)</b>	4.2% (7)	1.2% (2)	2.17	166
Trust between service members	<b>46.4%</b> (77)	37.3% (62)	12.0% (20)	4.2% (7)	0.0% (0)	1.74	166
Honesty between service members	<b>65.1%</b> (108)	24.7% (41)	4.8% (8)	3.0% (5)	2.4% (4)	1.53	166
Integrity of the Chain of Command	<b>44.6%</b> (74)	33.1% (55)	18.1% (30)	3.6% (6)	0.6% (1)	1.83	166
Combat effectiveness	15.1% (25)	23.5% (39)	<b>57.8% (96)</b>	3.0% (5)	0.6% (1)	2.51	166
Loyalty to the Marine Corps (or Service)	22.3% (37)	<b>36.7%</b> (61)	36.1% (60)	4.2% (7)	0.6% (1)	2.24	166
Communication between service members	35.5% (59)	<b>45.2%</b> (75)	15.1% (25)	4.2% (7)	0.0% (0)	1.88	166
Loyalty to peers and subordinates	27.7% (46)	<b>43.4%</b> (72)	24.7% (41)	4.2% (7)	0.0% (0)	2.05	166
Camaraderie	28.9% (48)	<b>47.6%</b> (79)	19.9% (33)	2.4% (4)	1.2% (2)	1.99	166
Unit cohesion	21.1% (35)	<b>40.4%</b> (67)	35.5% (59)	3.0% (5)	0.0% (0)	2.20	166
Mission Accomplishment	14.5% (24)	27.7% (46)	<b>55.4% (92)</b>	2.4% (4)	0.0% (0)	2.46	166
Recruiting and retention	31.9% (53)	<b>40.4%</b> (67)	25.3% (42)	1.8% (3)	0.6% (1)	1.99	166
Justice	<b>62.7%</b> (104)	19.9% (33)	12.7% (21)	3.0% (5)	1.8% (3)	1.61	166
Warfighting capability of U.S. forces	19.3% (32)	27.1% (45)	<b>50.0% (83)</b>	3.0% (5)	0.6% (1)	2.39	166

**9. How much do you agree or disagree with the following statements?**

	Strongly Disagree	Disagree	Agree	Strongly Agree	N/A	Rating Average	Response Count
DADT forced some service members to compromise their integrity or gave the impression of compromised integrity.	0.6% (1)	1.2% (2)	13.3% (22)	<b>83.1%</b> (138)	1.8% (3)	3.82	166
DADT compromised the civil rights of homosexual service members.	1.8% (3)	2.4% (4)	15.1% (25)	<b>79.5%</b> (132)	1.2% (2)	3.74	166
DADT was based on solid evidence that open homosexuals would harm mission accomplishment.	<b>65.7%</b> (109)	13.9% (23)	4.8% (8)	15.1% (25)	0.6% (1)	1.69	166
DADT increased work place tension.	2.4% (4)	11.4% (19)	<b>46.4%</b> (77)	33.7% (56)	6.0% (10)	3.19	166
DADT was based on prejudice and stereotypes.	1.8% (3)	2.4% (4)	21.1% (35)	<b>74.7%</b> (124)	0.0% (0)	3.69	166
DADT contributed to harmful suspicions or negative perceptions of some service members.	1.2% (2)	3.0% (5)	28.3% (47)	<b>65.7%</b> (109)	1.8% (3)	3.61	166
DADT compromised the chain of command when homosexuality appeared to be selectively overlooked or investigated.	1.2% (2)	5.4% (9)	34.3% (57)	<b>50.0%</b> (83)	9.0% (15)	3.46	166

**10. Poll results examined by the Pentagon Report found that in the early 1990s, approximately 50-65% of Americans supported allowing gay men and lesbians to serve in the military. Further, these polls showed approximately 40% of Americans supported allowing gay men and lesbians to serve openly.**

	Strongly Agree	Agree	Disagree	Strongly Disagree	N/A	Rating Average	Response Count
These polls suggest that the DADT law appropriately reflected the public's sentiment toward the service of gay men and lesbians in 1993.	4.3% (7)	37.7% (61)	25.9% (42)	19.1% (31)	13.0% (21)	2.31	162

Please Comment (not required)

28

answered question

162

skipped question

4

**11. Recent survey results examined by the Pentagon Report found that over 70% of Americans support allowing gay men and lesbians to serve in the military. Further, these polls report 60-75% of Americans support allowing gay men and lesbians to serve openly.**

	Strongly Disagree	Disagree	Agree	Strongly Agree	N/A	Rating Average	Response Count
These poll results suggest that 2011 is an appropriate year to implement a repeal of the DADT law.	4.3% (7)	3.7% (6)	22.2% (36)	65.4% (106)	4.3% (7)	3.55	162

Please Comment (not required)

26

answered question

162

skipped question

4

**12. Have you served with a U.S. service member that you knew to be homosexual?**

			Response Percent	Response Count
	Yes		98.1%	159
	No		1.9%	3
			answered question	162
			skipped question	4

**13. How much do you disagree or agree with the following?**

	Strongly Disagree	Disagree	Agree	Strongly Agree	N/A	Rating Average	Response Count
Prior to the December 2010 repeal, I faithfully executed my duty to enforce DADT when confronted with knowledge of a DADT violation.	48.4% (76)	19.1% (30)	10.8% (17)	6.4% (10)	15.3% (24)	1.71	157
DADT created situations where I felt I had to either compromise my sense of justice to a fellow service member or my duty to comply with the law.	7.6% (12)	7.6% (12)	23.6% (37)	49.7% (78)	11.5% (18)	3.30	157
					answered question		157
					skipped question		9

**14. If you served with a known homosexual did you: (Check all that apply.)**

		Response Percent	Response Count
Report your knowledge to your chain of command	[REDACTED]	0.6%	1
Initiate an investigation of the service member	[REDACTED]	0.0%	0
Take action to ensure the service member was not harmed or discriminated against	[REDACTED]	40.8%	64
Seek to have the service member removed from your unit	[REDACTED]	0.0%	0
Seek to be transferred to another unit	[REDACTED]	0.0%	0
Counsel the service member to alter his/her conduct to prevent additional members of the command from learning of his/her sexual orientation	[REDACTED]	29.9%	47
<b>Other -or- Please provide comments or an explanation of your answer. (Not required.)</b>	[REDACTED]	54.1%	85
		<b>answered question</b>	<b>157</b>
		<b>skipped question</b>	<b>9</b>

**15. What effect do you think the DADT repeal will have on the following:**

	Very Negative	Negative	Neutral/No effect	Positive	Very Positive	Rating Average	Response Count
The moral character of military service	2.1% (3)	2.1% (3)	18.5% (27)	41.8% (61)	35.6% (52)	4.07	146
The warrior ethos of military service	1.4% (2)	3.4% (5)	<b>39.7% (58)</b>	30.8% (45)	24.7% (36)	3.74	146
The prestige of military service	1.4% (2)	4.8% (7)	<b>32.9% (48)</b>	30.1% (44)	30.8% (45)	3.84	146
The honor of military service	1.4% (2)	2.1% (3)	22.6% (33)	31.5% (46)	<b>42.5% (62)</b>	4.12	146
The Integrity of service members	1.4% (2)	1.4% (2)	8.2% (12)	32.2% (47)	<b>56.8% (83)</b>	4.42	146
Combat effectiveness	0.7% (1)	3.4% (5)	<b>41.1% (60)</b>	32.2% (47)	22.6% (33)	3.73	146
Loyalty to the Marine Corps (or Service)	0.7% (1)	0.7% (1)	27.4% (40)	32.2% (47)	<b>39.0% (57)</b>	4.08	146
Service members' ability to focus on their primary mission	0.7% (1)	0.7% (1)	27.4% (40)	32.2% (47)	<b>39.0% (57)</b>	4.08	146
Loyalty to peers and subordinates	2.1% (3)	1.4% (2)	20.5% (30)	36.3% (53)	<b>39.7% (58)</b>	4.10	146
Camaraderie	1.4% (2)	1.4% (2)	19.9% (29)	<b>42.5% (62)</b>	34.9% (51)	4.08	146
Unit cohesion	2.1% (3)	1.4% (2)	25.3% (37)	35.6% (52)	<b>35.6% (52)</b>	4.01	146
Mission accomplishment	0.0% (0)	0.7% (1)	<b>45.2% (66)</b>	28.1% (41)	26.0% (38)	3.79	146
Recruiting and retention	0.0% (0)	4.1% (6)	15.8% (23)	36.3% (53)	<b>43.8% (64)</b>	4.20	146
Justice	1.4% (2)	1.4% (2)	12.3% (18)	34.2% (50)	<b>50.7% (74)</b>	4.32	146
War fighting capability of U.S. forces	0.0% (0)	0.7% (1)	<b>45.2% (66)</b>	26.7% (39)	27.4% (40)	3.81	146

**16. How much do you disagree or agree with the following statements related to the repeal of DADT? The repeal of DADT will...**

	Strongly Disagree	Disagree	Agree	Strongly Agree	N/A	Rating Average	Response Count
Prompt me to voluntarily separate from my service earlier than I had previously planned.	<b>84.2%</b> (123)	9.6% (14)	0.7% (1)	0.0% (0)	5.5% (8)	1.12	146
Allow recruiting and retention decisions to be based on qualifications, conduct, and performance to a greater degree.	0.7% (1)	4.1% (6)	34.9% (51)	<b>54.1%</b> (79)	6.2% (9)	3.52	146
Enhance the honor of military service by increasing the honesty and integrity of military decision making.	1.4% (2)	2.1% (3)	30.8% (45)	<b>61.6%</b> (90)	4.1% (6)	3.59	146
Harm cooperation with religious institutions that provide chaplains to support service members.	27.4% (40)	<b>50.0%</b> (73)	7.5% (11)	4.8% (7)	10.3% (15)	1.89	146
Provide opportunities to renew cooperation and build public support for the Armed Services, for example, among academic communities that barred ROTC units.	0.0% (0)	2.1% (3)	40.4% (59)	<b>45.2%</b> (66)	12.3% (18)	3.49	146
Increase the integrity of professional relationships between service members.	0.7% (1)	2.7% (4)	37.0% (54)	<b>54.8%</b> (80)	4.8% (7)	3.53	146
Increase respect for military service by enhancing the perception of justice in evaluation, recruiting, and retention decisions.	0.0% (0)	2.1% (3)	40.4% (59)	<b>50.7%</b> (74)	6.8% (10)	3.52	146
Increase integrity between service members and their chain of command.	0.7% (1)	2.7% (4)	34.9% (51)	<b>55.5%</b> (81)	6.2% (9)	3.55	146

## 17. How much do you disagree or agree with the following?

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
The UCMJ provides the Chain of Command the necessary tools to address issues of proper personal relationships, public displays of affection, and harassment that may arise due to the repeal of DADT.	9.6% (14)	15.1% (22)	38.4% (56)	37.0% (54)	3.03	146

Please comment. (Not required)

25

answered question

146

skipped question

20

## 18. Do you know civilians who are homosexual?

	Response Percent	Response Count
Yes	98.6%	144
No	1.4%	2

answered question

146

skipped question

20

**19. In my opinion and irrespective of the repeal of the DADT law, open homosexuality is incompatible with military service.**

		Response Percent	Response Count
Strongly Agree	<input type="checkbox"/>	1.4%	2
Agree	<input type="checkbox"/>	0.7%	1
Disagree	<input checked="" type="checkbox"/>	10.3%	15
Strongly Disagree	<input type="checkbox"/>	87.7%	128
		answered question	146
		skipped question	20

**20. I believe open homosexuality is incompatible with military service because: (Check all that apply.)**

		Response Percent	Response Count
Of my moral or religious beliefs		0.0%	0
Homosexuals are untrustworthy		0.0%	0
Homosexuals are physically weak and unable to support/defend fellow service members in combat		0.0%	0
Homosexuals are anathema to the warrior ethos		0.0%	0
Open homosexuals will degrade unit cohesion		0.0%	0
Open homosexuals will impede mission accomplishment		0.0%	0
Other (please comment)	<input type="checkbox"/>	100.0%	6
		answered question	6
		skipped question	160

**21. The Support Plan for Implementation repeatedly states that the "most critical predictor of successful implementation" of the repeal of DADT will be effective leadership at all levels of the chain of command.**

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
In my opinion, leadership will be critical to sucessful implementation.	1.5% (2)	3.0% (4)	23.5% (31)	72.0% (95)	3.66	132

What tools, information, approach, procedure, or assistance do you recommend to facilitate implementation?

(Not required.)

27

answered question

132

skipped question

34

**22. The Support Plan for Implementation recommends that the key message of implementation of the DADT repeal be "Leadership-Professionalism-Respect." More specifically: 1) "Leadership matters most." Leaders at all levels will set the example and demonstrate full commitment to DOD policy. 2) "Focus on professionalism." Service members will be expected to execute their professional obligations and adhere to their oath to support and defend the Constitution. 3) "Promote strength through respect." All service members will be treated with respect; harassment and discrimination will not be tolerated.**

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
In my opinion, this is a solid foundation for an implementation plan.	1.5% (2)	0.8% (1)	40.9% (54)	56.8% (75)	3.53	132

Please provide comments or an explanation of your answer. (Not required.)

12

answered question

132

skipped question

34

**23. The Support Plan for Implementation recommends that emphasis should focus on "behaviors not attitudes." In other words, implementation "should emphasize that no service member is being asked to change his or her personal beliefs" on DADT or homosexuality but that disrespect, harassment, or discrimination will not be tolerated.**

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
In my opinion, this approach will address the moral or religious concerns regarding homosexuality held by some service members.	3.0% (4)	11.4% (15)	47.7% (63)	37.9% (50)	3.20	132

Please provide comments or an explanation of your answer. (Not required.)

18

	answered question	132
	skipped question	34

**24. The Support Plan for Implementation recommends that sexual orientation NOT be specified as a class eligible for a Military Equal Opportunity program complaint as are the federally protected classes of race, color, religion, sex, and national origin. Rather, implementation should emphasize that evaluations be based on "only individual merit, fitness, and capability," and that "harassment or abuse based on sexual orientation is unacceptable."**

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
In my opinion, NOT considering sexual orientation to be a federally protected class is a workable approach.	28.0% (37)	23.5% (31)	37.9% (50)	10.6% (14)	2.31	132

Please provide comments or an explanation of your answer. (Not required.)

21

	answered question	132
	skipped question	34

**25. The Support Plan for Implementation recommends that basing berthing or billeting assignments on sexual orientation be prohibited and that any segregation based on sexual orientation be prohibited. However, the plan also recommends that Commanders be given discretion to address privacy concerns on a case by case basis.**

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
Prohibiting use of sexual orientation as a basis for berthing or billeting assignments but allowing Commanders limited discretion is a workable approach.	8.3% (11)	10.6% (14)	<b>61.4% (81)</b>	19.7% (26)	2.92	132

Recommendations, comments, or concerns regarding this approach. (Not required.)

20

	answered question	132
	skipped question	34

**26. The Support Plan for Implementation recommends that a new status of "committed relationship" NOT be created at this time so NO changes are recommended to be made to marriage-related benefit eligibility. In short, due to the restrictions of marriage to heterosexual couples by federal law, any service member not in a federally recognized marriage will continue to be considered a "single" service member for benefit eligibility.**

	Strongly Disagree	Disagree	Agree	Strongly Agree	Rating Average	Response Count
I agree that no changes should be made to benefits associated with marital status at this time.	40.9% (54)	28.8% (38)	25.0% (33)	5.3% (7)	1.95	132

Please provide comments or an explanation of your answer. (Not required.)

33

	answered question	132
	skipped question	34

**27. Once the repeal of DADT is implemented, and if my supervisor/commander were openly homosexual, I would:**

		Response Percent	Response Count
Seek a transfer.		0.0%	0
Seek to separate from my service.		0.0%	0
Seek advice or counseling to adapt to this situation.		0.0%	0
None of the above. The sexual orientation of my supervisor would not impact my career decisions or attitude.	[REDACTED]	44.7%	59
Welcome the opportunity to support a professional and openly homosexual supervisor/commander.	[REDACTED]	54.5%	72
Other (please specify)	[REDACTED]	0.8%	1
	answered question		132
	skipped question		34

**28. Once the repeal of DADT is implemented: (Check all that apply.)**

		Response Percent	Response Count
I would lead/mentor openly homosexual subordinates with difficulty.	<input type="checkbox"/>	6.8%	9
I would have a moral objection to leading or supervising openly homosexual subordinates.	<input type="checkbox"/>	3.8%	5
I would need training or support to understand how to mentor or lead openly homosexual subordinates.	<input type="checkbox"/>	3.0%	4
The sexual orientation of my subordinates would have no impact on my ability to lead or mentor them.	<input checked="" type="checkbox"/>	78.0%	103
I will welcome the opportunity to lead or mentor openly homosexual service members.	<input checked="" type="checkbox"/>	74.2%	98
Other (please specify)	<input type="checkbox"/>	6.1%	8
		answered question	132
		skipped question	34

**29. Please provide personal thoughts, suggestions, perspectives on the repeal and implementation of the repeal of DADT and homosexuals/gay people's service in the Armed Forces.**

		Response Count
		39
	answered question	39
	skipped question	127

**30. To allow follow up or subsequent communication regarding this survey, please enter your email address.  
(Not required).**

	<b>Response Count</b>
	32
<b>answered question</b>	<b>32</b>
<b>skipped question</b>	<b>134</b>

**Page 3, Q1. Poll results examined by the Pentagon Report found that in the early 1990s, approximately 50-65% of Americans supported allowing gay men and lesbians to serve in the military. Further, these polls showed approximately 40% of Americans supported allowing gay men and lesbians to serve openly.**

1	The military nor gov't should subject individual rights and dignity to a vote	Feb 1, 2011 8:22 PM
2	That survey is almost 20 years old and practically irrelevant. It only serves as a base because it is evident acceptance has only increased since then.	Feb 1, 2011 1:56 PM
3	Does the public get to have say on anything in the military? No. so why this?	Feb 1, 2011 1:38 PM
4	The polls in the early 90's showed a fair number of Americans supported open service, not DADT.	Jan 18, 2011 1:50 PM
5	The public only responds to what they have been fed by the media. And they were fed ideas that at their root suggested allowing gay service members to serve openly would compromise national security and our effort in current operations. Not only is this biased and wrong, but it indeed a violation of civil rights. We are a nation that takes care of our own and fosters the semblance of freedom, and DADT was the United States sweeping a seemingly minor issue under the rug until we are stable in the Middle East. I have faith that our military will fight no matter what they face, and working with a lesbian or gay service member should not deteriorate this idea but harvest it bountifully. Our ancestors came to this place to be free, and now we tell Americans that they cannot serve that which they love and represent and which they have worked for. How is DADT American in any way? The public comments this way because those polls made it clear that this was an issue, and the public is scared because we are a nation at war. NO ONE wants to lose the American Dream and apparently, they are willing to compromise that out of fear. We need to be reminded of why we came here in the first place, why our lives are so comfortable, and why we do continue to fight under that flag which represents the same.	Jan 18, 2011 9:02 AM
6	The polls reflected a result but it is hard to justify the relevance of those results. DADT is/was a civil rights issue, sometimes doing the right thing requires rising above polls. Polling data should always be considered suspect - data is easily manipulated as a result of the survey designer's agenda, perspective, and biases (deliberately and/or subconsciously). So, it was not "appropriate" to use that polling data to justify an unconstitutional police and law.	Jan 18, 2011 1:27 AM
7	As proven by earlier civil rights movements in the United States, public sentiment toward a minority group is not a basis for just legislation of civil liberties.	Jan 17, 2011 11:43 AM
8	No DADT still required gay men and lesbians to hide...effectively not allowing them to serve. The actual law stated that homosexuality was incompatible with military service. This was translated into homosexual conduct for implementation policy - which in effect meant that gays and lesbians had to "be straight."	Jan 17, 2011 10:26 AM
9	Public opinion (or even opinion of troops currently serving at the time) is not the appropriate measure on whether or not to allow the open discrimination against a class of people. If that were so, integration of African Americans into the services would not have occurred until the late 1960s	Jan 17, 2011 10:16 AM
10	If over half the country was in favor of allowing service and almost half was in favor of allowing open service then why did the law have to be enacted.	Jan 16, 2011 12:07 PM

**Page 3, Q1. Poll results examined by the Pentagon Report found that in the early 1990s, approximately 50-65% of Americans supported allowing gay men and lesbians to serve in the military. Further, these polls showed approximately 40% of Americans supported allowing gay men and lesbians to serve openly.**

- 11 In the 90's Homosexuality was at the beginning of becoming more socially acceptable, currently it is more acceptable as more people know or have family members and friends that are openly gay. The greatest opposition in the military is the senior service members who were raised in a different generation. a recent poll showed that junior Marines don't care if their peers are gay, but would rather see changes in policies such as field day procedures and barracks life in general. Jan 16, 2011 8:20 AM
- 12 DADT was based on solid evidence that open homosexuals would harm mission accomplishment. Solid evidence? Look, I've been Harassed and Chastised (Yes, I do use that word appropriately) for being FRIENDS with Gays... they do me no harm. I much rather be in a fighting hole with a gay that's an expert shooter than a fellow straight that can't even tie his own goddamn boots... At least I know I'm coming home safe... Jan 15, 2011 11:42 AM
- 13 This was a compromise with older political representatives, the Chiefs of the services and younger more educated and open minded leaders both civilian and military. Jan 14, 2011 9:41 PM
- 14 I was too young to speak effectively on this subject now. Do I think the American public intended on discriminating against gays and lesbians? Not specifically. I do, however, think that this policy was instated for the right reasons as a means to an end and that President Clinton had the best intentions. Jan 14, 2011 5:26 PM
- 15 I think there has been an evolution in one's thoughts as time has progressed, and the youth have become more open to a different way of life. Jan 12, 2011 10:25 PM
- 16 Until DADT the regulation of homosexual's service was regulated by the President as CIC. Creating DADT was a legislative coup that encroached on the legitimate power of the President to run the armed services in the way he and his commanders most saw fit. Jan 12, 2011 3:05 PM
- 17 It is no longer 1993. Babies born that year, can now serve in the military. Jan 12, 2011 2:12 PM
- 18 Public opinion does not determine what is right and wrong. Jan 12, 2011 12:52 PM
- 19 How would I know? Jan 12, 2011 12:41 PM
- 20 America had the opportunity to continue to lead the way in human rights, and pave the way with gay rights, and it was squandered based on bias and bigotry. Jan 12, 2011 12:04 PM
- 21 more than 50% of Americans supported gay men and lesbians to serve in the military so there wasn't really a need for DADT was it? Jan 12, 2011 1:47 AM
- 22 The original law was a compromise to begin with; even in 1993, it was recognized that to determine someone's value to serve this country based on sexual orientation was wrong. Jan 11, 2011 8:16 PM
- 23 Public sentiment was driven to reject gay service members only after a massive cultural campaign to demonize homosexuality. Jan 11, 2011 6:29 PM

Page 3, Q1. Poll results examined by the Pentagon Report found that in the early 1990s, approximately 50-65% of Americans supported allowing gay men and lesbians to serve in the military. Further, these polls showed approximately 40% of Americans supported allowing gay men and lesbians to serve openly.

- 24 I don't think the government or DOD researched nor were educated on the rights of service members. In 1998, the administration of President Bill Clinton interpreted the Civil Service Reform Act of 1978, prohibiting federal government workplace discrimination "on the basis of conduct not related to job performance" Jan 11, 2011 5:52 PM
- 25 But laws are not exclusively designed to reflect majority sentiment, they must also protect the rights of minorities. Jan 11, 2011 4:52 PM
- 26 The cultural and political climate was different. There weren't many visible gay and lesbian role models. Jan 11, 2011 3:31 PM
- 27 I do not have particular insight into the 1993 survey, but looking back almost two decades and thinking about the people I knew and associated with at the time, it seems that the figures are relatively close. Jan 11, 2011 3:07 PM
- 28 At time, the law reflected generalized views of the American population and allowed LGBT service-members to serve in a fashion, however the law infringed upon Constitutionally protected free speech of service-members. It was a good first step in creating equal rights for LGBT and the repeal of DADT is an important second step. Jan 11, 2011 2:11 PM

**Page 3, Q2. Recent survey results examined by the Pentagon Report found that over 70% of Americans support allowing gay men and lesbians to serve in the military. Further, these polls report 60-75% of Americans support allowing gay men and lesbians to serve openly.**

1	Repeal should have been led by a military leadership willing to set an example of honor. What supposed meritocracy could deny the honor of service to national defense.	Feb 1, 2011 8:22 PM
2	It doesn't matter what the poll showed, the policy was discriminatory and the American Government and Military should be ashamed they kept the policy so long.	Feb 1, 2011 1:56 PM
3	See above statement.	Jan 18, 2011 9:02 AM
4	See response from question 3.*1. DADT was always a civil rights violation.	Jan 18, 2011 1:27 AM
5	Public opinion should not be the deciding factor in the guarantee of civil rights.	Jan 17, 2011 11:43 AM
6	As I am very overjoyed that the repeal of DADT has finally reached success and is being implemented, I feel that homosexual servicemembers could have been spared the heartbreak and humility of being unjustly relieved of the right to serve in the military, if we as Americans would have stood up and fought against this discriminatory law back when it was implemented in the first place! Looking at the polls from now and then, the fight would have been long, but worth it in the long run and might have possibly brought about a repeal and open service for homosexuals many years prior to 2011.	Jan 16, 2011 12:22 PM
7	The majority of the public is in favor of service and open service then it should be repealed. Society has changed and the military has often been a pioneer in societal changes.	Jan 16, 2011 12:07 PM
8	The Military is subservient to the people, we run the American tax dollar.	Jan 16, 2011 8:20 AM
9	Bout damn time, give my brothers/sisters that have fallen who were what they were some decency and respect. they earned their right.	Jan 15, 2011 11:42 AM
10	This is the United States of America, our country was founded by people who thought that the English rule was denying them their civil rights, but now its reversed the European countries are giving ALL their citizens proper civil rights and the U.S. Government is denying its citizens their rights, due to religious beliefs and personal beliefs. I'm sorry once a politician is elected your personal and religious beliefs are not allowed to follow you to Capital Hill; that leader represents a vast populations of people who all have different personal and religious beliefs.	Jan 14, 2011 9:41 PM
11	Its long past due.	Jan 13, 2011 5:01 PM
12	We are one of the last civilized countries to implement this change. To think that we can't accomplish this is foolish, and shows a lack of confidence in our own forces.	Jan 12, 2011 10:25 PM
13	The repeal should've happened sooner. However, certain mitigating circumstance such as 9/11, the Gulf Wars, Kosovo etc has put defence in the forefront of the nation's interests. Gays were a nonentity that did not need attention, but now with the commitment of the executive leadership, the repeal was inevitable.	Jan 12, 2011 9:51 PM

**Page 3, Q2. Recent survey results examined by the Pentagon Report found that over 70% of Americans support allowing gay men and lesbians to serve in the military. Further, these polls report 60-75% of Americans support allowing gay men and lesbians to serve openly.**

- 14 The question, as posed, presents a non sequitur argument in that it assumes that positive poll trending serves the appropriate basis for timing political/legislative change. Allowing qualified GLBT members to serve...and to make their sexual orientation known is the right thing to do. Doing the right thing does not have a timeline. Jan 12, 2011 6:07 PM
- 15 I think DADT was a political compromise that was the best outcome, at the time, that Pres. Clinton could have achieved. I would like to have seen repeal well before 2011; however, repeal in 2011 was done the best political way possible— majorities in both Houses of Congress (vice a Court-ordered ruling). If a court-ordered ruling had been the vehicle for repeal -- opponents would likely have felt justified in a political attempt to reverse the repeal. Luckily, the Senate will stay Democratic until 2012, and it is doubtful that a serious repeal reversal effort will be mounted, or pass a Republican led House of Representatives. Time will tell on that. Jan 12, 2011 1:29 PM
- 16 Only in the sense that it is past time... Jan 12, 2011 12:52 PM
- 17 DADT should have never been implemented, 1993 was the "appropriate year" to get rid of inequality, gay men and women have been serving in the military since the this country was founded. The 14th amendment does not have exceptions. Jan 12, 2011 12:04 PM
- 18 we all want to just serve our country let let gays and lesbians do it with integrity. Jan 12, 2011 7:13 AM
- 19 time for DADT to go away Jan 12, 2011 1:47 AM
- 20 However, the implementation of equal rights should not be put to a vote. Such rights are guaranteed by the constitution. Jan 11, 2011 8:33 PM
- 21 In addition to the more current polling, the court system was systematically ruling against many premises of the law. Jan 11, 2011 8:16 PM
- 22 The wide margin by which the public supports the change in law and military policy suggests that repeal should have been implemented prior to 2011 Jan 11, 2011 6:29 PM
- 23 Discrimination against someone is illegal Civil Rights Act 1964. You can not discriminate against someone in the civilian sector, how can DOD skirt the issue and not be held accountable. Jan 11, 2011 5:52 PM
- 24 Those U.S. citizens who are interested in the military at all, beyond the Defense portion of the national budget, seem more concerned with the training and equipment military personnel receive to execute the national mission than the orientation and private lives of servicemembers. Jan 11, 2011 3:07 PM
- 25 I feel it never should of been made a law. or to take this long for the repeal. Jan 11, 2011 2:46 PM
- 26 The ability to serve openly does not necessarily mean that service members will degrade unit morale, cohesion, or effectiveness. The DoD will save millions upon millions of dollars by not having to retain thousands of service members in every component of the warfighting aspect. in 2006 the US Army discharged approximately 50+ LGBT translators, who hold Top Secret and above clearances, who speak many different languages, and whose replacements required years to train and qualify to serve in those positions. Jan 11, 2011 2:11 PM

**Page 4, Q2. If you served with a known homosexual did you:  
(Check all that apply.)**

1	I am a lesbian too, so i was more happy to find another fellow lesbian soldier.	Feb 2, 2011 4:39 PM
2	Told them they were not alone and this shouldn't ever compromise their service to country.	Feb 1, 2011 8:23 PM
3	Did nothing. Everything service related was based on merit.	Feb 1, 2011 6:21 PM
4	Comforted the servicemember and advised her to use discretion.	Feb 1, 2011 4:45 PM
5	It didn't matter to me if the person was gay or lesbian. If an individual wants to serve their country who cares what their sexual orientation.	Feb 1, 2011 2:03 PM
6	did nothing.	Feb 1, 2011 1:57 PM
7	The SOP in place at my command requires me to report all homosexual allegations to the chain of command.	Jan 22, 2011 1:46 PM
8	Did nothing. It did not affect me or the mission at hand.	Jan 22, 2011 12:16 PM
9	I ignored it. She faithfully and professionally executed her duties and didn't cause any problems with unit cohesion.	Jan 19, 2011 12:59 PM
10	Ensured the service member was fully aware of the implications of serving under DADT and did not violate the law, unless they willfully chose to.	Jan 18, 2011 1:52 PM
11	Gave them support.	Jan 18, 2011 9:04 AM
12	Didn't do anything. It wasn't my business to share. Only theirs.	Jan 18, 2011 8:35 AM
13	No action	Jan 18, 2011 8:05 AM
14	It didn't bother me enough to do anything about it	Jan 18, 2011 6:46 AM
15	Made myself available as a mentor and confidant due to the severe mental, emotional, professional, and interpersonal stressors that the DADT policy placed upon our Marines and Sailors.	Jan 18, 2011 1:33 AM
16	Did not do a thing about it whatsoever.	Jan 17, 2011 12:22 PM
17	No, that's not what it was about. You could have been gay prior to the repeal. Being gay was allowed. Being openly gay and engaging in homosexual activity was what got people kicked out.	Jan 17, 2011 12:21 PM
18	Continued to operate with no change in behavior or status.	Jan 17, 2011 11:45 AM
19	Accepted them completely as fellow Servicemembers.	Jan 17, 2011 10:27 AM
20	I did absolutely nothing because the information was told to me out of confidence and trust that I would not tell another person or service member. It did little to change my attitude toward that person because they felt they needed to inform me in order for our friendship to be honest.	Jan 16, 2011 10:45 PM
21	I refused to act on the DADT Policy	Jan 16, 2011 3:10 PM
22	All of them became my friends for the most part	Jan 16, 2011 12:57 PM

**Page 4, Q2. If you served with a known homosexual did you:  
(Check all that apply.)**

23	None of the above.	Jan 16, 2011 11:06 AM
24	DADT also comes with a notion of dont pursue.	Jan 16, 2011 8:21 AM
25	stop being flamboyant.. (I Literally told someone stop being themself in their off time). Too damn good of a Marine to be wasted by a stupid policy.... He got out, and the MC lost a Great Marine....	Jan 15, 2011 11:42 AM
26	I've been the gay person in my shop.	Jan 15, 2011 11:19 AM
27	As checked above, I counseled the service member to keep personal life personal and military life military. I taught them how to live properly live both lives and not let them intermingle	Jan 14, 2011 9:43 PM
28	I didn't care.	Jan 14, 2011 4:55 PM
29	Kept silent.	Jan 14, 2011 3:22 PM
30	served alongside the member while maintaining secrecy about their sexual orientation	Jan 14, 2011 3:11 PM
31	None of the above.	Jan 14, 2011 12:54 PM
32	None of the above.	Jan 14, 2011 3:36 AM
33	None of the above.	Jan 13, 2011 6:51 PM
34	Did nothing.	Jan 13, 2011 1:20 PM
35	We are all people and I felt that them being a homosexual was not hindering the mission, they were very professional and got the job done.	Jan 13, 2011 12:45 PM
36	did nothing except continue to work in a professional manner	Jan 13, 2011 12:16 PM
37	I didnt do anything. They were doing their job first putting service before self. There was no damage to the moral or unit.	Jan 13, 2011 1:53 AM
38	none of above, as long as i don't get harrass i'm fine.	Jan 13, 2011 12:50 AM
39	Did not do anything about it	Jan 13, 2011 12:14 AM
40	Nothing	Jan 12, 2011 11:48 PM

**Page 4, Q2. If you served with a known homosexual did you:  
(Check all that apply.)**

41	We had a gay service member on our ship who was a victim of a perceived death threat. Some crewmember stated that "I would kill you if you ever hit on me." I had taken action and sent it up to the equal opportunity officer who was either non compliant or not interested or showed very little motivation to investigate the case. Instead I took the evidence and gave it to the victim to do with as he please as a sort of alternative route. Sympathetic forces backed up my shipmate and word eventually reached the ears of our CO. The captain explicitly stated that were any evidence of further discrimination to anyone's orientation is discovered, a non judicial hearing will be held and liberty held from both the ship's company but the marines onboard. Later, our Master at Arms Chief pulled me aside and told me that I showed have reported the incident because he would have treated the case as criminal and pursued the culprit, then have them charged for hate crimes. He then added that if such incidents happen again, I were to directly tell him so he can find those responsible and prosecute.	Jan 12, 2011 9:59 PM
42	I did not feel the need to do any of the above because i was not offended or being harmed in anyway by them.	Jan 12, 2011 8:34 PM
43	I took no action because it wasn't necessary.	Jan 12, 2011 6:55 PM
44	not to tell people in there chain of command that could make there life a living hell	Jan 12, 2011 6:10 PM
45	I had no access to 'actionable' evidence of conduct or disclosing statements.	Jan 12, 2011 6:10 PM
46	do nothing. i don't care if they are a homosexual	Jan 12, 2011 5:32 PM
47	Not a damn thing	Jan 12, 2011 4:32 PM
48	Having only been in the Air Force for under a year I haven't been placed in a circumstance that really required me to fully engage the matter in this regard.	Jan 12, 2011 3:07 PM
49	I did nothing	Jan 12, 2011 2:32 PM
50	Nothing. Everyone deserves to serve.	Jan 12, 2011 2:13 PM
51	I did nothing as I feel homosexuality should not be against the law in the military.	Jan 12, 2011 2:00 PM
52	Befriended the person.	Jan 12, 2011 1:47 PM
53	I heard (via grape vine) that a unit member was gay, and had hit on two of his fellow shipmates (mostly when both parties were drunk). One victim had already transferred to a new command (it would have been difficult to contact him). I unofficially asked the second victim if he wanted to pursue any command action. He was very surprised that I knew the information, and since he was leaving the Navy soon, wanted to avoid embarrassment, and asked me not to pursue the issue further. The perpetrator, a Senior Petty Officer, was soon thereafter outed during a command R&R activity (some sailors hurling insults at him while on different white water rafts...). The XO heard same, initiated an investigation, and the Senior Petty Officer was charged, removed from the ship, and left the Navy. I played no role in the XO's investigation.	Jan 12, 2011 1:35 PM
54	Didn't do anything. I didn't need to. Everyone knew, including the CO. No one cared.	Jan 12, 2011 12:42 PM

Page 4, Q2. If you served with a known homosexual did you:

(Check all that apply.)

55	Other than myself, I took no actions negative or positive regarding othe gay service-members. I simply did my job and left the matter alone.	Jan 12, 2011 12:36 PM
56	as a gay service member, I advised other gay service members on how to subvert the system.	Jan 12, 2011 12:06 PM
57	It shouldn't matter if they are gay or not. It's nobody's business whether they are gay or not gay.	Jan 12, 2011 9:03 AM
58	No action	Jan 12, 2011 7:36 AM
59	b	Jan 12, 2011 7:30 AM
60	Being that I am a homosexual myself I definitely did not report any homosexuals I befriended Because you need support and to know that there are others like you and in your situation.	Jan 12, 2011 7:23 AM
61	na	Jan 12, 2011 6:53 AM
62	I did nothing	Jan 12, 2011 6:26 AM
63	It was a dont ask dont tell policy, if someone was gay, I did not confront them or try to get them kicked out, I did not feel it was my responsibility to. It was none of my business. They were hard workers and went well above and beyond while serving their duties before getting out.	Jan 12, 2011 1:26 AM
64	I would do nothing	Jan 12, 2011 12:53 AM
65	I've known multiple homosexuals since I've been in. They were(and still are) excellent service members, key assets to the unit. There was no need to get them discharged from the military because of their sexual orientation. I did tell them to becareful who they talked to about it though, because everybody doesn't think the same.	Jan 12, 2011 12:49 AM
66	No action was neccisary. The individual conducted his/her self in an appropriate manner.	Jan 12, 2011 12:37 AM
67	I believe that no matter what orientation you should be able to serve your country!	Jan 12, 2011 12:26 AM
68	did nothing, my unit has never had a problem with lgbt individuals	Jan 12, 2011 12:00 AM
69	I was able to serve along side the other person comfortably, and was able to open with that person, but had to conceal myself and act differently whilst in the workplace.	Jan 11, 2011 10:39 PM
70	none	Jan 11, 2011 9:51 PM
71	Did nothing. Allowed the service member to do his job as his sexuality is irrelevant to that task.	Jan 11, 2011 8:34 PM
72	None	Jan 11, 2011 8:28 PM
73	Well I mean I'm homosexual too, so it would be rather counterproductive	Jan 11, 2011 8:14 PM

**Page 4, Q2. If you served with a known homosexual did you:**

**(Check all that apply.)**

74	Embraced it and wished that it did not have to be hidden	Jan 11, 2011 7:33 PM
75	Attempted to counsel the service member to ensure that his mental readiness was not compromised by his situation	Jan 11, 2011 6:30 PM
76	Remained Silent - It's not my place of duty to exploit someone else's way of life or personal business to an outside or third-party. If and when they are ready, they will come out at their own will and not because I wanted to divert attention away from me or anything like that.	Jan 11, 2011 5:34 PM
77	No action	Jan 11, 2011 4:53 PM
78	n/a	Jan 11, 2011 4:17 PM
79	None of the above	Jan 11, 2011 4:12 PM
80	Advised other unit members who concluded that the individual was homosexual based solely on the individual's mannerisms and speech that stereotypes are not at all accurate, and that unless the individual specifically states to a member of his/her chain of command, or if the individual was caught engaging in homosexual activity, there was no violation of DADT, and to pursue or to investigate their suspicions would be their own violation of DADT.	Jan 11, 2011 3:11 PM
81	I am gay.	Jan 11, 2011 2:57 PM
82	I just supported them, emotionally.	Jan 11, 2011 2:48 PM
83	I'm the homosexual service member	Jan 11, 2011 2:45 PM
84	Did nothing	Jan 11, 2011 2:28 PM
85	Provided a caring friend for a service member in need	Jan 11, 2011 2:09 PM

Page 5, Q3. How much do you disagree or agree with the following:

1	The rules are the rules regardless of rank race or gender why would they be different for orientation.	Feb 1, 2011 6:26 PM
2	Standards for proper conduct will be simply extended to encompass ALL servicemembers now.	Feb 1, 2011 4:47 PM
3	The UCMJ should be modernized regardless of DADT. All references that directly or indirectly relate to discrimination (in this case human sexuality and how that is expressed) should be removed.	Jan 18, 2011 1:43 AM
4	The UCMJ sodomy law needs to be addressed for both heterosexual and homosexual relationships	Jan 17, 2011 11:17 AM
5	If the same rules that apply for Straight servicemembers, it will be quite easy. All they need to do is say that the rules are universal, regardless of sex of members	Jan 16, 2011 1:00 PM
6	There are no guidelines for straight people, why should there be for homosexuals?	Jan 16, 2011 12:26 PM
7	the rules that apply to heterosexual conduct as far as relationships and other issues can apply equally to homosexual relationships and issues. In my personal and professional opinion aside from the new sensitivity training that will be enacted i see no reason to change or alter UCMJ, it applies universally.	Jan 16, 2011 12:17 PM
8	It all comes down to professionalism, people aren't going to be making out in uniform, straight or gay, however, military is a product of society, apply the percentages in the civilian world and you get the same percentage in the military.	Jan 16, 2011 8:25 AM
9	If I can see a male and female make out on a park bench.... Why not two guys or girls? Nonetheless, I do not believe public displays of affection; if in the Military, there are certain protocols to follow. "Dont be a Douchebag" (pretty much) but still, there is no reason to cast out and throw away someone who saves lives. The Gays have my support.	Jan 15, 2011 11:59 AM
10	Wording will need to be restructured	Jan 15, 2011 11:23 AM
11	The UCMJ will have to be enforced for all members of the service, i.e. when a ship comes home from a deployment if people do not want to see same sex members embracing and kissing the same will have to be expected from the straight members too. The rules are clear no public displays of affection in uniforms, no exceptions, everyone needs to do their embracing and kissing at home	Jan 14, 2011 9:49 PM
12	PDAs should not be tolerated in uniform no matter if it is a straight or homosexual couple	Jan 13, 2011 12:08 PM
13	I feel that perhaps it may be looked at differently if public displays between a man and woman are seen, compared to a man and a man or a woman and a woman. However, I believe SARC may absorb these issues, as well as the current sexual assault policies	Jan 12, 2011 10:29 PM
14	The UCMJ does not need to change except certain language inclusive to gays and lesbians serving in the military. The appropriate measures that address proper relationships, PDA, harassment etc, is already written in stone. All the legal beagles need to do is to make it more inclusive.	Jan 12, 2011 10:01 PM

Page 5, Q3. How much do you disagree or agree with the following:

- |    |  |                       |
|----|--|-----------------------|
| 15 | The UCMJ alongside the Manual for Courts-Martial do contain the thought, evidence, and requirements tests commanders need to execute these command functions. I preface this with the caveat that gender-neutral language changes need to be incorporated to accurately answer this question.  | Jan 12, 2011 6:14 PM  |
| 16 | Hetrosexual service members are not allowed to do those things why should the homosexual population be any different?  | Jan 12, 2011 5:30 PM  |
| 17 | There will likely be some isolated cases of drama ahead (some claims of discrimination) from both "sides" on this issue as the repeal year unfolds. I don't expect them to be anything that a squared-away command can't address. Nor do I anticipate seeing a pattern of repeated problems.   | Jan 12, 2011 1:39 PM  |
| 18 | Fuck religion.   | Jan 12, 2011 12:10 PM |
| 19 | The last article I read said homosexuals would not have "special treatment", which it sounded like I agreed with at first. Special treatment to Admiral Mullen meant homosexuals would not be protected like crimes and dicrimination against race, gender, and religion are, Which I believe to be very neglectful and ignorant. I am very thankful for the repeal but do agree certain things must happen before openness is allowed; such as including homosexuals under this protection. | Jan 12, 2011 8:34 AM  |
| 20 | As far as I understand, the UCMJ doesn't offer any of those tools for straight members. Unless changes were made in the UCMJ, it wouldn't extend to homosexual members.  | Jan 11, 2011 11:47 PM |
| 21 | Just as long as its equal treatment for homosexuals as it is for heterosexuals. What would be the point of serving openly if all forms of affection were banned just for homosexuals and not heterosexuals?  | Jan 11, 2011 8:41 PM  |
| 22 | My response presupposes the repeal of the sodomy article, which is inconsistent with the law of the land and the imminent homosexual conduct policy.   | Jan 11, 2011 6:33 PM  |
| 23 | The downfall if any would be the Chain of Command not adhering to it equally with heterosexual & homosexual soldiers, sailors, airmen, & Marines. Education is the key to properly adhere or enforce the UCMJ. JAG Officers would be the best to make sure everyone is educated properly.  | Jan 11, 2011 5:57 PM  |
| 24 | The repeal of DADT has no impact whatsoever in the Chain of Command's authority and obligation to enforce good order and discipline.   | Jan 11, 2011 3:15 PM  |
| 25 | The LGBT community in the armed forces is not looking to wear pink uniforms, attend pride parades in uniform, or re-decorate the office in rainbow color schemes. They simply want to be able to serve their country as they have been for years, without fear of discharge for private matters carried out behind closed doors, away from the office, that have no impact on their ability to carry out their mission.  | Jan 11, 2011 2:15 PM  |

**Page 7, Q1. I believe open homosexuality is incompatible with military service because:  
(Check all that apply.)**

1	N/A	Feb 1, 2011 3:58 PM
2	Does not matter.	Jan 22, 2011 12:17 PM
3	I don't think it is incompatible.	Jan 22, 2011 12:13 PM
4	i feel that all those comments are rediculous because anything all military people want to do is to serve thier country and not be critized by they sexual prefferance.	Jan 12, 2011 8:40 PM
5	none	Jan 12, 2011 7:28 AM
6	I do not believe homosexuality is incompatible with the military.	Jan 12, 2011 1:09 AM

**Page 8, Q1. The Support Plan for Implementation repeatedly states that the "most critical predictor of successful implementation" of the repeal of DADT will be effective leadership at all levels of the chain of command.**

1	Leaders set the tone of a command...LEAD from the front!	Feb 1, 2011 8:33 PM
2	A consistent, sincere, and fully supported approach is necessary to make the implementation successful. Those leaders who can not back this process with 100% conviction should be retired.	Jan 18, 2011 2:16 AM
3	Educate people that standards of behavior will be enforced. Nothing more, not training required. Sign the certification today. No special circumstances need to change.	Jan 17, 2011 12:29 PM
4	The non-verbal cues given by leadership to the troops will have more of an effect than any training programs. Training should focus on appropriate military bearing for ALL service members. i.e. PDA in uniform is universally incorrect.	Jan 17, 2011 11:54 AM
5	I recently was a part of an EO class within the Marine Corps and the class turned into a homosexual awareness class. There were two problems that were extremely prevalent to me. One, the gunny giving the class gave his own personal opinions of gays entering military service. The opinion was not as negative as you would expect but because it was even voiced it allowed for a negative attitude to the entire decision of repeal. Secondly, many of the junior marines were lacking proper knowledge. One young marines stated that sexual assault would increase now that homosexuals were allowed to serve in the open they would commit sexual acts more often. I did not really understand how he came to that conclusion but fortunately the Gunny did explain the factors of sexual assault to him.	Jan 16, 2011 11:02 PM
6	All supervisors and leadership just need to enforce whatever comes down from higher up as they should any other order, regardless of personal beliefs.	Jan 16, 2011 1:12 PM
7	Get it over with! and hold all those accountable to a high extent for harassment (verbal, physical, and in cases where some are reduced/held in rank simply because "People like you dont belong in MY Marine Corps") --Actual statement from my OIC	Jan 15, 2011 12:15 PM
8	Diligence and objective professionalism.	Jan 15, 2011 11:29 AM
9	Training at all levels, and ZERO tolerance for any type of discrimination	Jan 14, 2011 10:12 PM
10	Re-emphasis on the UCMJ, emphasis on honor, courage and commitment, emphasis that no matter what the person's orientation is, mission comes first.	Jan 12, 2011 10:15 PM
11	This survey question is a multi-part question posed within a single-response. Leadership is the most important factor in the implementation process..as it is in any organizational, mission, or managerial change within our services.	Jan 12, 2011 6:36 PM
12	Leadership must leave their prejudices behind. Support their subordinates in also doing so. The same as when the military integrated ethnic groups and women into the military.	Jan 12, 2011 5:37 PM

Page 8, Q1. The Support Plan for Implementation repeatedly states that the "most critical predictor of successful implementation" of the repeal of DADT will be effective leadership at all levels of the chain of command.

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| 13 | I haven't seen the Support Plan. Some commands will need minimal training, some will need more -- on the issues that concerned folks repeatedly brought up during the CRWG sessions -- housing, benefits, accomodations, where federal/state laws conflict, etc. I recommend that most/all gay service members "come out" -- in order to become visible symbols of competent professionals. Might not be easy, and no one joined up to become "the unit gay guy/gal" -- however history has now laid that responsibility at our feet -- we need to pave the way for the next generation -- where I strongly believe this will be a non-issue. WRT tools -- examine fortune 500 company policies -- take from them what is appropriate & workable & use it. Focus on our next set of leaders -- ROTC & Service Academies -- as those are the places that repeal should be the easiest to accomplish, and will have impact in the Services as those folks graduate and are assigned to units. Lay down the law -- here is what can & can't be done, and then turn it over to the COs/OICs, and SEAs, they will make it happen. | Jan 12, 2011 1:57 PM  |
| 14 | Leadership has already had a strong impact. It may be that one of the reasons that Marines had a negative outlook on the repeal was because the Commandant publicly expressed his concerns. His fellow Marines fell in line and expressed similar concerns. Leaders who embrace this policy and have a way forward will similarly provide a model of behavior for their juniors to emulate.  | Jan 12, 2011 12:58 PM |
| 15 | It isn't going to come down to resources for leaders. It is going to be the leaders' being able to set aside personal opinions and do what they're supposed to do.   | Jan 12, 2011 12:46 PM |
| 16 | Honesty and integrity among our leaders.   | Jan 12, 2011 12:18 PM |
| 17 | I never got heterosexual training, so I feel like its a waste. Homosexuals are not aliens from another planet. We are humans, we are people, we are normal. Special training just worsens peoples assumption of how strange homosexuals are.   | Jan 12, 2011 8:59 AM  |
| 18 | Incorporate it into training and adjusting/adapting to the changes with being open and willing to discuss matters of this subject  | Jan 12, 2011 1:32 AM  |
| 19 | lgbt representatives (soldiers willing to be examples and help with leading classes; pref e5 and above or o4 and above   | Jan 12, 2011 12:14 AM |
| 20 | Leadership must be willing, ready, and able to perform their duty to the fullest extent without any change to the years previous in order to form a continuity of duty performance and pass it down to the junior ranking members.   | Jan 11, 2011 10:49 PM |
| 21 | Use the Chain of Command. The military rank structure is there for a reason to mentor and educate junior military personnel with policy and procedures. This will be another policy that will have to be enforced fairly from the top to the bottom of the ranks. All members of the armed forces must put aside personal feelings and prejudices when instructing individuals on the changes.   | Jan 11, 2011 8:59 PM  |
| 22 | A renewed focus on the professional conduct and standards expected of service members, regardless of sexual orientation, will facilitate implementation.   | Jan 11, 2011 8:49 PM  |

**Page 8, Q1. The Support Plan for Implementation repeatedly states that the "most critical predictor of successful implementation" of the repeal of DADT will be effective leadership at all levels of the chain of command.**

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| 23 | Don't treat us any differently than our heterosexual comrades. We've just wanted to be normal for most of our lives and highlighting the difference in sexuality won't be productive at all.  | Jan 11, 2011 8:21 PM |
| 24 | Leadership by example on the part of homosexual service members. The chain of command must be educated to ensure that it is capable of knowing its people and looking out for their welfare. Equality is a double-edged sword - homosexuals must be held accountable to the same standards as their heterosexual counterparts   | Jan 11, 2011 6:52 PM |
| 25 | Have an online survey that address any possible concern or questions someone may have. People are more curious about anything they do not know and are hesitant to change. The best book for educating is called "Now that you know".   | Jan 11, 2011 6:17 PM |
| 26 | Setting facts straight about LGBT people (is not a choice, aren't interested in straight people, etc.), Platoon level discussions that focus on the serious nature of issue, no tolerance for anti-gay sentiment.   | Jan 11, 2011 5:12 PM |
| 27 | It is unnecessary to use training to try to change the opinions of individual servicemembers, therefore, training should be very simple and to the point of what individuals may and may not say/do toward any other individual. A simple reiteration of current regulations regarding appropriate and inappropriate discussions in the workplace, physical contact while in uniform (PDA), professional and unprofessional relationships, and general behavior is certainly sufficient. We do not need to make this harder than it is. Simple briefings or short, concise computer-based training modules, and issuance of instructions similar to Rules of Engagement for the battlefield are sufficient. For initial training, it is probably wise to include the type of repercussions one could face in the event of violating rules and regulations in this regard. | Jan 11, 2011 3:33 PM |

Page 8, Q2. The Support Plan for Implementation recommends that the key message of implementation of the DADT repeal be "Leadership-Professionalism-Respect." More specifically: 1) "Leadership matters most." Leaders at all levels will set the example and demonstrate full commitment to DOD...

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| 1  | "Respect" should be more clearly defined. The repeal of DADT does not necessarily equate to respect, but merely the inability to discharge a servicemember on the basis of sexuality.   | Feb 1, 2011 5:02 PM   |
| 2  | To "Leadership-Professionalism-Respect" I would add: empathy, compassion, and inclusion - emphasize that we are one team. Many gay and lesbian servicemen and women may feel awkward and embarrassed by the focus and attention this is getting; after all, these folks' sexuality is a small and "private" part of their overall lives.  | Jan 18, 2011 2:16 AM  |
| 3  | Basically, this is just another CBT or briefing that people will have to attend. What they really need to do is just update the UCMJ, and post the updates/changes on the main service portal websites for a couple months, and not make any other big deals about it. If it is kept low key, people wont get as excited about it.  | Jan 16, 2011 1:12 PM  |
| 4  | This is a Soldi foundation, but it is also going to take homosexual Service Members support to not act in a manner that will hinder unit cohesion, particularly in combat arms units they need to help educate their peers and ensure they don't get the idea that homosexuals are looking to have relations with their heterosexual peers.   | Jan 16, 2011 12:45 PM |
| 5  | One of my leaders, "Do you want my personal opinion or my Marine Corps opinion?" "Because they're not the same" it boils down to professionalism, and the Marine Corps does it best.  | Jan 16, 2011 8:39 AM  |
| 6  | Fully concur  | Jan 15, 2011 12:15 PM |
| 7  | Younger troops follow the examples set by their leaders, there should be zero tolerance for jokes or inappropriate comments. Professionalism at all times for everyone, no matter orientation or rank. When you respect someone no matter color, sexual orientation or just sex that builds unit cohesion   | Jan 14, 2011 10:12 PM |
| 8  | everyone is vital in this.  | Jan 12, 2011 5:37 PM  |
| 9  | This needs to come from the top down -- in person. COs and SEAs have to be seen to give total support. The USMC will be at a disadvantage for a while -- due to GEN Amos' strident opposition to repeal.  | Jan 12, 2011 1:57 PM  |
| 10 | Marines lead from the front, set the example, etc. This change in policy allows the Marine Corps to be completely true to its stated core values  | Jan 11, 2011 6:52 PM  |
| 11 | Sailors and Marines should always be professional and each deserves respect.  | Jan 11, 2011 5:12 PM  |
| 12 | Clearly, the U.S. military is the most professional military in the history of the world. With regards to the third element noted in the support plan, specifically, respect, I believe as repeal is implemented and long-closeted individuals can admit to their chain of command, colleagues and peers, and subordinates their orientation, many individuals who have reservations about the repeal of DADT will realize that they have, indeed, been working with homosexual servicemembers, and they have been working with them very well. | Jan 11, 2011 3:33 PM  |

Page 8, Q3. The Support Plan for Implementation recommends that emphasis should focus on "behaviors not attitudes." In other words, implementation "should emphasize that no service member is being asked to change his or her personal beliefs" on DADT or homosexuality but that disrespect, ...

1	Leaders set the tone and enforce UCMJ to ensure strong unit cohesion.	Feb 1, 2011 8:33 PM
2	We are free to believe what we want. As a military member we must do as we are directed.	Feb 1, 2011 4:16 PM
3	That's what the American Military fights for...freedom. (even though i don't agree with their view)	Feb 1, 2011 2:05 PM
4	The military teaches that many beliefs and actions (sexism, racism, membership in hate groups, human trafficking - to name a few) are wrong and not compatible with military service or in keeping with the values of the Nation and the spirit of the Constitution. I believe that this issue (homosexuality) falls into the same category as racism and sexism - e.g. discrimination. It is wrong and the military should train to that. Stating officially that the military does not want to change beliefs is a cop-out and will inadvertently allow dissent and potentially hate-inspired attacks (verbal, physical, and professional).	Jan 18, 2011 2:16 AM
5	DADT legitimized discriminatory behaviors...glad to see it finally on its way out. Its all about mutual respect.	Jan 17, 2011 11:38 AM
6	we cannot change a person's view on homosexuality, however we can bring the focus back to a persons professional ability and thats where things need to be focused as the military is a professional organization and that the same rules of professional conduct apply in the military that apply in the civilian sector	Jan 16, 2011 12:45 PM
7	This is no different than serving with other service members who hold different religious/spiritual beliefs. A soldier/sailor/marine who is deeply religious is required to work effectively with a fellow servicemember who is deeply religious, and vice versa.	Jan 16, 2011 9:08 AM
8	People have religious beliefs, and they dont have to like others lifestyles, but, you have to look past that and complete the mission.	Jan 16, 2011 8:39 AM
9	not completely, but we'll work on it.	Jan 15, 2011 12:15 PM
10	But just as the service expects people who do not believe in de-segregation and women in the work place to keep their opinions to themselves the same should be expected of the recall of DADT	Jan 14, 2011 10:12 PM
11	Serving the moral and religious needs of our troops is the purview of the Chaplaincy, the logical role of commanders is to make these support services available to their troops. Furthermore, "In today's U.S. military, people of very different moral values and religious convictions already co-exist, work, live, and fight together on a daily basis...Service members...will neither be encouraged nor required to change their personal views and religious beliefs; they must, however, continue to respect and serve with others who hold different views and beliefs" (p. 16).	Jan 12, 2011 6:36 PM
12	People will always moralize. But they pick and choose	Jan 12, 2011 1:57 PM

Page 8, Q3. The Support Plan for Implementation recommends that emphasis should focus on "behaviors not attitudes." In other words, implementation should emphasize that no service member is being asked to change his or her personal beliefs on DADT or homosexuality but that disrespect, ...

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| 13 | Unsure, but tend to agree. Religious views are deeply held, often against fact, or common sense. We are asking some folks to have a "crisis of faith" -- to wit -- they may now be asking what else about their religious beliefs may not be accurate. So be it. If you can't treat your fellow service members with respect, you have no place in any service. | Jan 12, 2011 1:57 PM  |
| 14 | because of paranoia, i think there should be specific classes regarding religion and its relationships toward athiests, other religions (such as wicca, islam, christianity), and homosexuality so religious soldiers do not feel threatened or discriminated against   | Jan 12, 2011 12:14 AM |
| 15 | The definition of "behavior" will have to be strictly defined; otherwise, personal beliefs and definitions will become the tools of some leaders.   | Jan 11, 2011 8:49 PM  |
| 16 | This approach will address legitimate religious concerns and legitimate moral perceptions. Illegitimate attempts to express homophobia under the guise of one's creed could enable a perception of religious intolerance. Chaplains are responsible mitigating such problems  | Jan 11, 2011 6:52 PM  |
| 17 | The problem with people is that moral & religious concerns have no place in war or politics. You must do what is right based on the Laws & Constitution not the Bible. Separation of Church & State.  | Jan 11, 2011 6:17 PM  |
| 18 | A caveat: the DoD will have to eventually take a stand on issues like same sex partner benefits. There are scientific facts that many religions misrepresent.   | Jan 11, 2011 5:12 PM  |

**Page 8, Q4. The Support Plan for Implementation recommends that sexual orientation NOT be specified as a class eligible for a Military Equal Opportunity program complaint as are the federally protected classes of race, color, religion, sex, and national origin. Rather, implementation should emphasize that ev...**

- 1 IF OTHER NATIONS WE WORK WITH BAN HOMOSEXUALS, THAT "COULD" COME TO MEAN THAT IT WILL BE A DISQUALIFYING FACTOR WHEN A SERVICEMEMBER METS ALL OTHER REQUIREMENTS. IT SHOULD BE AN ELIGIBLE CLASS. Feb 1, 2011 8:38 PM
- 2 Certainly workable and will garner far less resentment. But the military should definitely consider adding sexuality as an eligible class in the future. Feb 1, 2011 5:02 PM
- 3 The military teaches that many beliefs and actions (sexism, racism, membership in hate groups, human trafficking - to name a few) are wrong and not compatible with military service or in keeping with the values of the Nation and the spirit of the Constitution. I believe that this issue (homosexuality) falls into the same category as racism and sexism - e.g. discrimination. It is wrong and the military should train to that. Stating officially that the military does not want to change beliefs is a cop-out and will inadvertently allow dissent and potentially hate-inspired attacks (verbal, physical, and professional). Jan 18, 2011 2:16 AM
- 4 It should be the same as the rest of the federal government. Jan 17, 2011 12:29 PM
- 5 So they are saying that Sexual orientation does not rate the same as race, color, religion or sex? It needs to be treated the same. They are wording it to sound like its a non issue, and thats why its not listed, but I am confused as to why it would be a big deal to include it in the MEO program? Is it not that way in most other countries and in the civilian world/ goverment employees? Jan 16, 2011 1:12 PM
- 6 I agree that it is workable, as long as the evaluation system continues to require objective written input to justify any other system of measure then it can be done. Jan 16, 2011 12:45 PM
- 7 baby steps, eventually full equality will prevail, it just takes time. Jan 16, 2011 8:39 AM
- 8 This will serve to undermine the repeal. This create a loophole where servicemembers who are homosexual still have something to hide because they will/can be non-rec'd for promotion because they're gay but no command advocate will stand for them to ensure justice. If it is not protected by Equal Opportunity, what is to stop harassment and discrimination? Jan 15, 2011 11:29 AM
- 9 Equal Opportunity for all, if its not written down the leaders and government officials will find a way around it Jan 14, 2011 10:12 PM
- 10 Workable is a key word. Yes, it's a step towards, but in the end, we need to keep moving up towards making it protected. Jan 14, 2011 3:33 PM
- 11 The military should provide a resource to protect its service members from leadership unwilling to comply with the above philosophy. Jan 12, 2011 5:37 PM
- 12 I agree, but I am not sure that these two ideas - are mutually possible. Jan 12, 2011 1:57 PM
- 13 Federal protections should be applied equally, to put it simply. All citizens, all service-members enjoy, or are Constitutionally guaranteed equal protection under the law. Jan 12, 2011 12:43 PM
- 14 In June 2010, the Supreme Court ruled that Sexual Orientation is a "Special Class". Jan 12, 2011 12:18 PM

Page 8, Q4. The Support Plan for Implementation recommends that sexual orientation NOT be specified as a class eligible for a Military Equal Opportunity program complaint as are the federally protected classes of race, color, religion, sex, and national origin. Rather, implementation should emphasize that ev...

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| 15 | As I stated before, this is very neglectful. Homosexuals will get the most harassment the military has seen yet. I say this because it is already true. The term 'gay' is over-used negatively by all grades and is tolerable of leadership. Homosexuals are not protected now so we will survive, but sadly I know many homosexuals will be harmed because of this repeal even more and the fact that people will not be punished to the full extent will make it more definite. | Jan 12, 2011 8:59 AM  |
| 16 | making homosexuality part of eo is a must   | Jan 12, 2011 12:14 AM |
| 17 | As long as sexual orientation is considered less-than equal in the eyes of the Armed Services, hate could remain pervasive and become a hindrance in enforcing professional behavior.   | Jan 11, 2011 8:49 PM  |
| 18 | This approach seems problematic. Blacks and hispanics are protected, as are women, Jews, and immigrants. Failing to lightly address this issue could cause homosexual lobbying groups to demand anti-discrimination policies that will further distract our military. The only reason to avoid considering sexuality under equal opportunity is to placate anti-homosexual sentiments who would object to such policies.  | Jan 11, 2011 6:52 PM  |
| 19 | We have to start somewhere.   | Jan 11, 2011 6:17 PM  |
| 20 | Workable but not optimal. In this sense the military must take cues from the civilian federal government.   | Jan 11, 2011 5:12 PM  |
| 21 | While I agree with this for now, I believe the question will need to be relooked in 1-2 years to determine if it is, in fact, working.  | Jan 11, 2011 3:05 PM  |

Page 8, Q5. The Support Plan for Implementation recommends that basing berthing or billeting assignments on sexual orientation be prohibited and that any segregation based on sexual orientation be prohibited. However, the plan also recommends that Commanders be given discretion to address privacy concerns on...

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|----|--|-----------------------|
| 1  | Again, it's workable, but if a gay servicemember has inappropriate conduct in the barracks it should be reprimanded, and that's the end of the matter. I don't see why it's necessary to give a commander much discretion in the matter if the UCMJ applies to heterosexuals and homosexuals equally.  | Feb 1, 2011 5:02 PM   |
| 2  | Commanders should only step in when safety is an issue. For other situations such as disrespect of personal space, failure to maintain room standards, etc current disciplinary standards suffice.   | Feb 1, 2011 4:16 PM   |
| 3  | Unit cohesion will not be accomplished if you have a select few soldiers that want different housing quarters. When African-Americans were allowed to serve different housing quarters were not an option.   | Feb 1, 2011 2:23 PM   |
| 4  | With training and acceptance, this will become less and less of an issue. The military should actively stamp out the ignorance that inspired this particular question.   | Jan 18, 2011 2:16 AM  |
| 5  | If someone really dislikes homosexuals enough to go talk to their Commander about it, I'm pretty sure they wouldn't want to be in the same room either lol. Most Straight members do more gay playing around and acting than the Mo's!   | Jan 16, 2011 1:12 PM  |
| 6  | This is the right idea, it needs to be emphasized to the commander that they need to foster positive relationships and try and get people to live peacefully regardless of sexual orientation  | Jan 16, 2011 12:45 PM |
| 7  | There will certainly be complaints about sharing billeting with someone who is gay/lesbian, but there certainly were a lot of complaints about sharing billeting with black soldiers when the military was initially integrated (and there are still some billeting problems because of cultural differences/bigotry, but overall not a big deal). | Jan 16, 2011 9:08 AM  |
| 8  | Case by case is better for almost everything life throws at you, every case is different and requires different courses of action. The "blanket" approach is outdated and ineffective in most cases.   | Jan 16, 2011 8:39 AM  |
| 9  | That's BS. I was roomed with a Gay in Camp Lejeune and he kept to himself as well did I. The only difference is just 'Knowing'... it doesn't change the fact that they're Gay  | Jan 15, 2011 12:15 PM |
| 10 | This is how things are handled in college as well. Equal housing. However, if a servicemember that is homosexual advances on one/disrespects, etc. one who is not it is only fair that they be allowed to seek reprieve.   | Jan 15, 2011 11:29 AM |
| 11 | No exceptions no matter what, just because the service members are out now does not change anything. They have been in the service the entire time. If you allow this then people will be able to choose the color of skin of their room mate too, fare it fare  | Jan 14, 2011 10:12 PM |
| 12 | In theory this process works. Only if the CO abides by the guidelines and values that are being implemented by the DOD. If not, this policy could very well backfire.  | Jan 14, 2011 3:33 PM  |

**Page 8, Q5. The Support Plan for Implementation recommends that basing berthing or billeting assignments on sexual orientation be prohibited and that any segregation based on sexual orientation be prohibited. However, the plan also recommends that Commanders be given discretion to address privacy concerns on...**

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| 13 | The author's question is pejorative! "Berthing or billeting assignments based on sexual orientation are prohibited, except that commanders retain the authority to alter berthing or billeting assignments on an individualized, case-by-case basis" (p. 53) This is not 'limited discretion' as your question supposes. The commander is still able to display his/her own discretion on the merits of the case at hand and within the context of the case at hand. | Jan 12, 2011 6:36 PM  |
| 14 | I thought long and hard on this.... but on my ship we have shower curtains...  | Jan 12, 2011 5:37 PM  |
| 15 | COs should always have discretion wrt to individual cases in their commands. That being said, I think privacy concerns reinforce a negative stereotype. Gay folks are not sexual predators, any more than their straight counterparts.   | Jan 12, 2011 1:57 PM  |
| 16 | It should be monitored for abuse.  | Jan 12, 2011 12:18 PM |
| 17 | At first thought, I think of it as would a female service member want to room with a male service member? But it should be assumed that all service members be respectful and responsible individuals.   | Jan 12, 2011 12:06 AM |
| 18 | Exceptions for privacy by a Commander still allows the potential for service-members to maintain behaviors that re-enforce negative attitudes toward fellow service-members in the name of "fear of being around a homosexual". This part of the plan must be VERY specific in its definition and instruction.   | Jan 11, 2011 8:49 PM  |
| 19 | "Limited discretion" must be clearly defined in order to prevent the perception of homophobic commanders targeted their people for discrimination or overly timid commanders refusing to hold homosexuals accountable.   | Jan 11, 2011 6:52 PM  |
| 20 | If someone is uncomfortable they should use their Chain of Command and then it is up to the Command to try and make reasonable accommodations. Alas they do not have to make "reasonable accommodations" if the sexual orientation is not a protected class.   | Jan 11, 2011 6:17 PM  |

**Page 8, Q6. The Support Plan for Implementation recommends that a new status of "committed relationship" NOT be created at this time so NO changes are recommended to be made to marriage-related benefit eligibility. In short, due to the restrictions of marriage to heterosexual couples by federal law...**

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| 1  | Federal law enables discrimination and conflicts with legal processes that provide for equal access and benefits to homosexual spouses.   | Feb 1, 2011 8:33 PM   |
| 2  | I think it will ease in the transition to recognize gay marriages. However, not having equal access to benefits of married couples will be cause for litigation in the future, which will ultimately be disruptive to the military.   | Feb 1, 2011 5:02 PM   |
| 3  | It is my personal opinion that unions between two individuals, regardless of sex/sexual orientation, in a religious sense be called marriage and unions between two, individuals regardless of sex/sexual orientation, in a civil sense be called civil unions. There is no sense in not having homosexual citizens be denied civil unions. As for marriage that is up to individual faiths to decide.  | Feb 1, 2011 4:16 PM   |
| 4  | A homosexuals partner suffers the same kind of stress that a heterosexual spouse does. When a soldiers pays the ultimate price for service the grieving is still the same no matter what orientation you are.   | Feb 1, 2011 2:23 PM   |
| 5  | This is ill considered. If a military member puts him/herself in harm's way, then that member should have the right to designate his/her partner as a beneficiary of his/her entitled benefits. If this is not allowed, then homosexual servicemen/women will not be equal in the eyes of the military and will be burdened with worrying about their loved ones while they are deployed.   | Jan 18, 2011 2:16 AM  |
| 6  | I agree... I think this will force the change of the federal laws regarding marriage. Once that happens, and homosexual marriage is legal, then there homosexual marriages should be treated just like heterosexual marriages.  | Jan 17, 2011 12:29 PM |
| 7  | Homosexual partners sacrifice just as much, and suffer the same mental and physical challenges as heterosexual partners. If we continue to perpetuate the idea that we give greater pay and benefits to married/with dependant servicemembers, then we should support ALL servicemembers to promote readiness.  | Jan 17, 2011 11:54 AM |
| 8  | What about members who marry where it is legal elsewhere? Im pretty sure that they only said this because politicians would be less likely to repeal if they had to pay all those extra benifits :)   | Jan 16, 2011 1:12 PM  |
| 9  | this is not something that needs to be addressed immediately. It is however something that does need to be addressed in the near future. the Federal government affords some benefits to the same sex partners of federal employees. however, it is something that needs to be examined in detail until there comes federally recognized homosexual marriage. The review of these benefits will determine what can and cannot be extended to same sex couples outside the legal marriage. | Jan 16, 2011 12:45 PM |
| 10 | Until there is a federally recognized domestic partnership or federally recognized same gender marriage, it is not appropriate to recognize same-gender marriages for benefit purposes.   | Jan 16, 2011 9:08 AM  |
| 11 | Again, case by case basis.  | Jan 16, 2011 8:39 AM  |
| 12 | Give them full rights   | Jan 15, 2011 12:15 PM |

Page 8, Q6. The Support Plan for Implementation recommends that a new status of "committed relationship" NOT be created at this time so NO changes are recommended to be made to marriage-related benefit eligibility. In short, due to the restrictions of marriage to heterosexual couples by federal law...

- 13 This should be addressed in time. The repeal hasn't even been implemented yet; this is biting off too much to chew currently. Jan 15, 2011 11:29 AM
- 14 At this time I can not answer this. Its the law you have to be married to get benefits in the service, but since our country really does not have separation of church and state, meaning the religious leaders have our political leaders ears. The gay men and women are suffering. I personally feel they should have all the same benefits that straight people have, but the rules are the rules! Jan 14, 2011 10:12 PM
- 15 That is for the federal courts to decide. Though I don't agree with current laws. Changes will be made eventually. Till then, the military cannot allow this due to the governing laws of the land. Jan 14, 2011 3:33 PM
- 16 No change at this time, but as soon as that same sex marriage is recognized then it should be implemented. Jan 12, 2011 10:15 PM
- 17 The survey should include another response category: "neither agree, nor disagree." The DoD is constrained in what they can implement regarding spouse-like relationships since the Federal Defense of Marriage Act prohibits the federal government or any organ/agency thereof to grant spousal benefits to members of a same-sex relationship. This is a separate law which must be repealed in order for these changes to be instated. In the end, I feel that spouse-like benefits (other than death gratuity and survivor benefits such as housing, access to military bases and treatment facilities) be granted these members. Jan 12, 2011 6:36 PM
- 18 I would like to have my partner no matter their gender be able to PCS with me and receive benefits. Jan 12, 2011 5:37 PM
- 19 If it's the right thing to do, then make it happen! Jan 12, 2011 1:57 PM
- 20 I think it might be tough to do "at this time" -- but it will need to be done soon. Equal is equal. Jan 12, 2011 1:57 PM
- 21 I'm married, why should I not get the same benefits as a straight person? Jan 12, 2011 12:18 PM
- 22 It's not my fault I can not get married. I would be if I could. I am in a very committed relationship with my partner and I would want all my benefits to go to her. We both are active military and have to deal with discrimination on a daily basis. We were separated for a year due to her PCS-ing and luckily or by the grace of God I actually got her base as my next duty station. Even that is important. Married couples don't have to worry about being separated because of this and they have each other as their beneficiary, and if their loved one is a dependent they get medical care and benefits. Partners of a homosexual that serves don't get the respect that they deserve either. When their partner deploys they support them just as much as a heterosexual, and if their partner dies they cry just as much as a heterosexual. All these terms are just stupid. We are all just a person who loves another person. It really is that simple. And for those who say people will take advantage if same sex couples get benefits and will lie to get these benefits, that already happens with marriage. There will always be people who are neglectful and disobey rules. Jan 12, 2011 8:59 AM
- 23 this a marriage issue, not a military issue Jan 12, 2011 12:14 AM

**Page 8, Q6. The Support Plan for Implementation recommends that a new status of "committed relationship" NOT be created at this time so NO changes are recommended to be made to marriage-related benefit eligibility. In short, due to the restrictions of marriage to heterosexual couples by federal law...**

24	Denying certain members benefits based on their lifestyles is still a form of discrimination. At the same time I do understand that many straight service members would take advantage of the system. Regardless, the decision needs to be made fully one way or the other, not just halfway.	Jan 12, 2011 12:06 AM
25	Until DOMA is rescinded or changed, it is not feasible, however, that should be the next step to take after the DADT repeal has taken full effect and has had time to settle in.	Jan 11, 2011 10:49 PM
26	They should be looking and preparing for the homosexual marriages. make a plan now so that when homosexual marriage is allowed then gay marriages will have their place just as the heterosexuals.	Jan 11, 2011 8:59 PM
27	The right of marriage has no bearing on equal treatment of individual service-members; however, barriers to allowing same-sex significant NOK information and insurance benefits (if desired) should be removed.	Jan 11, 2011 8:49 PM
28	Marriage is a religious institution, not a military one. It would be nice to have our partners recognized by our service.	Jan 11, 2011 8:21 PM
29	Completely refusing to acknowledge the life-commitments of homosexual service members will have serious effects on the mental health and readiness of such service members. Outside of policy or benefits, personnel responsible for choosing assignments should take into account the needs of homosexual service members that are not met under current law. Service members look out for one another regardless of legal mandates; this must be no different. This is another case where leadership is critical	Jan 11, 2011 6:52 PM
30	I think within 3 years which is very reasonable for ample time to come up with a solution to allow benefits. What if the "committed relationship" is a civil union recognized by a State. Then the couple should be entitled to the same benefits as a "married" couple.	Jan 11, 2011 6:17 PM
31	Required by DOMA	Jan 11, 2011 5:12 PM
32	Marriage is legal in many places for LGB Service Members. We should be entitled to the same benefits and protections as our non-LGB counterparts. Military personnel don't get to choose where to live, and the Services should protect our rights everywhere we serve. We are also entitled to equal pay for equal work.	Jan 11, 2011 3:05 PM
33	Heterosexual marriages are equally as volatile and prone to divorce as homosexual marriages. Faith-based legislation disguised as "family-value" legislation hinders this nation's ability to advance into the 21st century and beyond oppressive beliefs.	Jan 11, 2011 2:21 PM

**Page 8, Q7. Once the repeal of DADT is implemented, and if my supervisor/commander were openly homosexual, I would:**

1	I would support them; sexual orientation has no impact on my career decisions, attitude, or my performance. They are a supervisor/commander because they did their job not because of the private life.	Jan 11, 2011 6:17 PM
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**Page 8, Q8. Once the repeal of DADT is implemented:  
(Check all that apply.)**

- 1 I already know that several of my subordinates are gay/lesbian. I treat them the same and will continue to do so. Jan 16, 2011 9:08 AM
- 2 What people do in there private lives has no impact of what happens at work. Servicemembers worries about the effeminate gays are greatly exaggerated, IMO, those arent not the one who want to join the service. Jan 16, 2011 8:39 AM
- 3 As a gay man with two command tours under my belt (and an XO tour in between), I have proven sexual orientation has no bearing on being selected for command positions, and performing well in them. Jan 12, 2011 1:57 PM
- 4 I would feel relief and freedom. I would have true integrity. Jan 12, 2011 8:59 AM
- 5 My experience with serving with homosexual service-members has consistantly shown that the best way to defeat or otherwise make a stereotype null-and-void is to show the same enthusiasm and desire to lead, mentor, and hold to the same standard, all service-members equally. Jan 11, 2011 8:49 PM
- 6 I will ensure that my homosexual service members are not disadvantaged relative to their peers, and that they are not allowed special treatment relative to their peers. Jan 11, 2011 6:52 PM
- 7 Acknowledge my orientation on a case-by-case basis to put into perspective the fact that homosexuals can, have, and will perform as well as any other individual in the service. This will come as a shock to many of those in my chain of command, my peers, and my subordinates. The shock/surprise of this should affect some changes in perception for at least some of these individuals. Jan 11, 2011 3:33 PM
- 8 I will reach out to other LGB service members and be a mentor. I will reach out to my straight peers to assist them in understanding our needs and issues. Jan 11, 2011 3:05 PM

**Page 8, Q9. Please provide personal thoughts, suggestions, perspectives on the repeal and implementation of the repeal of DADT and homosexuals/gay people's service in the Armed Forces.**

- 1 IT IS ABOUT TIME IT IS GONE. SERVICEMEMBERS WILL BE ABLE TO SERVE WITH PRIDE AND NOT HAVE TO WORRY THAT THEIR YEARS OF SERVICE BE WASTED. Feb 1, 2011 8:38 PM
- 2 The orientation of a person does not matter when it comes to being in the military. As long as you are doing your job to the best of your ability, then your sexual orientation would not affect the military's ability to complete mission critical tasks. Feb 1, 2011 8:20 PM
- 3 The transition will not be drastic, and implementation will not be a problem because there are already 66,000 gays and lesbians serving in uniform as we speak (as studied by The Williams Institute) and U.S. allies have had uneventful transitions (The Palm Center). However, the repeal of DADT does not mean there will be equality among servicemembers. Marriage benefits still only pertain to heterosexuals and chaplains can still say to servicemembers "I think homosexuality is a sin." Rather, the implementation is structured so that when servicemembers "come out", other military personnel will begin changing their opinions toward gays. So the repeal isn't proactive in changing attitudes, but it will facilitate change in the future. DADT repeal isn't progressive and it's not a social experiment; it's still far behind society's progress. Which is a shame, since the military, as a meritocracy, has historically been on the forefront of social change (Truman's desegregation in 1958, a full four years before the Brown v. Board of Education decision). Feb 1, 2011 5:02 PM
- 4 I think that the repeal will go smoothly for 3 of the services, but I don't believe it will for the Marine Corps. The type of people that the Marine Corps typically appeals to tend to have this masculine complex that they can't seem to get over. Ironically enough, I know more gay/bisexual Marines than I do of any other service by volume. I've talked to several people who think the same. Being a gay Marine, I know several others up and down the rank structure that tend to "blur" the line on gay, straight, and bisexual. I just hope that this helps junior Marines to not feel obligated to get married and live heterosexual lives when they know inside they're gay. It broke my heart talking to a Sergeant Major who flat out admitted to me that he knows he's been gay since he was growing up and still decided to get married and have a kid that's almost grown by now. He told me that he doesn't even love his wife. He just grew accustomed to that lifestyle and he felt obligated to have a "wife" that was involved in the community and served as a typical military spouse. Sadly he messes around with guys on the side and even though I don't condone adultery, I can't say that I wouldn't have done the same thing had I joined around the same time as him. I point the finger more towards the Marine Corps in general for driving somebody to become stuck in a situation like this. I know a lot of Marines that are in these kinds of situations but that one in particular always sticks out in my mind. I can't wait for the day when a male or female Marine can proudly bring their same-sex partner to events such as a ball and not feel ashamed or worried about what others think of them or be harassed for doing such a thing. Feb 1, 2011 4:28 PM
- 5 There is no reason why benefits and other entitlements should be split into gay and straight category. Because so and so is gay their partner isn't entitled to A,B and C. However because this couple is heterosexual they can have all the benefits. I feel this is still a form of discrimination. Feb 1, 2011 2:23 PM
- 6 Its about fucking time! Jan 18, 2011 1:59 PM

**Page 8, Q9. Please provide personal thoughts, suggestions, perspectives on the repeal and implementation of the repeal of DADT and homosexuals/gay people's service in the Armed Forces.**

- 7 I am happy that the USA is progressing towards the goal to ensure equality is realized by all of its citizens... Repeal of DADT is a positive step toward that goal but there is still a long road ahead. Jan 18, 2011 2:16 AM
- 8 It's about time. Partnered gays and lesbians must have the same benefits for their partners as married (according to federal law) couples. Anything short of that is open discrimination. Jan 17, 2011 10:33 AM
- 9 They have served honorably in the past, and will continue to do so. I think the implementation is going too slowly. Jan 17, 2011 10:21 AM
- 10 Simply needs to be done sooner rather than later! Jan 16, 2011 3:15 PM
- 11 The sooner they get things figured out, the better! People are tired of waiting lol Jan 16, 2011 1:12 PM
- 12 This is a subject that has many views and that has been hard to have repealed. It will take time to implement the repeal and to determine benefits in the proper manner. This is something that will take years to do correctly and ensure that it does not have a negative impact on the military and its capabilities. Jan 16, 2011 12:45 PM
- 13 The effective implementation of the new policy will be dependent on good leadership across the board. No amount of training can guarantee the appropriate response from individuals, but a solid example will help. I think the federal government needs to step up and make appropriate provisions for marriage or "civil unions" to ensure homosexual couples in committed relationships receive the same benefits as heterosexual couples. Jan 16, 2011 9:22 AM
- 14 There will certainly be some initial problems with implementation, particularly with combat arms units. With younger, more junior enlisted (particularly from rural and less educated backgrounds), there should be more flexibility in dealing with "culture shock" on their part. For officers (and particularly senior enlisted) there should be little, if any tolerance, for open opposition to the change in policy. Jan 16, 2011 9:08 AM
- 15 I believe that DADT is nothing more than Federally sponsored/sanctioned discrimination. Our country was founded based on individual freedoms, religious freedoms, and the notion to choose. Although it began with Judao-Christian values and beliefs, persecution for your belief or lack thereof was never an intention. Jan 16, 2011 8:39 AM
- 16 They served, fought in war, and kept my ass SAFE in times of combat. I'll be damned if I reluctantly need to serve to force someone into subjection due to ignorance/apathy. MY MARINES are MY MARINES. Black, white, asian, hispanic, male/female, this or that... What makes a Marine? BEING a Marine! Jan 15, 2011 12:15 PM
- 17 I'm glad this law has been repealed, but I still feel the government is dragging their feet to implement it. Sorry when de-segregation of the services occurred it was immediately implemented. Sorry I just do not have any trust in my political leaders, I feel that there will be some kind of surprise of suppression of the homosexuals rights still. Jan 14, 2011 10:12 PM
- 18 Though I don't plan on broadcasting myself as a homosexual. If asked, I can now not have a fear or make up an alibi about anything that may question my sexuality. And I no longer have a fear because of who I am. Jan 14, 2011 3:33 PM

**Page 8, Q9. Please provide personal thoughts, suggestions, perspectives on the repeal and implementation of the repeal of DADT and homosexuals/gay people's service in the Armed Forces.**

- 19 Its about bloody time. I do not, did not or have not liked having to lie about my own orientation. In the 5 years that I have been in Active duty I worked extremely hard to be promoted, a widely recognized sailor and motivated corpsman that bends over backward to ensure that the mission is completed, my subordinates informed and cared for and the leadership supported. My sexuality should not be a factor. If other servicemembers have an issue, either advance higher than me or get out. Jan 12, 2011 10:15 PM
- 20 i think they deserve the same marriage rights as heterosexual couples Jan 12, 2011 5:58 PM
- 21 Time... people who harbor hate will always be there, so there should be resources to protect people. Jan 12, 2011 5:37 PM
- 22 I left the service in 2008 with almost 10 years of service because of DADT. It was obvious to everyone I was gay and hurting, but I was deemed a risk rather than a fellow brother in arms who needed moral support. The command felt awkward and wouldn't stand by the policy to train on dignity and respect. Jan 12, 2011 1:57 PM
- 23 Also -- take a good look at how the Brits & some of our other close western militaries accomplished their shift to open service. Jan 12, 2011 1:57 PM
- 24 N/A Jan 12, 2011 9:10 AM
- 25 It's about time all of those who are willing to lay down their own lives for the freedoms of others are able to live openly and are respected completely for the service they do without any discrimination. Jan 12, 2011 8:59 AM
- 26 n Jan 12, 2011 7:35 AM
- 27 They should be allowed to serve openly in the military. Their sexual orientation should not affect the way they work or lead in the Armed Forces. Jan 12, 2011 2:57 AM
- 28 The military should see no gender, no color, no sexual orientation. We all wake up, put in the same uniform, and fight for the same country. If people are willing to honestly die for their country, then why force them to live a lie? Jan 12, 2011 1:07 AM
- 29 I will support homosexuals next to me equal rights for all. Jan 12, 2011 12:56 AM
- 30 NO further comments at this time. Jan 12, 2011 12:31 AM
- 31 none Jan 12, 2011 12:23 AM
- 32 i put my suggestions in the other questions Jan 12, 2011 12:14 AM
- 33 I have no problem with homosexuals in the military. The thing that bothers me most about this repeal of DADT is that it was made by people who are not in the military, and who will not be affected. For something that affects a specific community like this does, those who are being affected should have a large say in what happens to them, especially since this will be a large change for many of them. Jan 12, 2011 12:06 AM
- 34 I am very happy to see this happen while I am serving. I will personally not come out as soon as I can, but will be able to serve openly when asked without fear of being discharged. Jan 11, 2011 10:49 PM

**Page 8, Q9: Please provide personal thoughts, suggestions, perspectives on the repeal and implementation of the repeal of DADT and homosexuals/gay people's service in the Armed Forces.**

- 35 Many in the homosexual military community have wanted nothing more than the ability to serve with pride. As a result of the limitations imposed on some members' ability to complete their service with social interaction among their peers, many homosexual service-members have sought out other like-minded service-members in internet gay-specific venues. Often times, these venues have resulted in an almost-forced fraternization among service-members. The recurring theme has been "I'm breaking the law being gay, so the rank of this fellow gay service-member is the least of my concerns". A renewed focus on professional behavior among the homosexual service-member community must also be focused. Nothing defines equality like equal expectations and repercussions. Jan 11, 2011 8:49 PM
- 36 It's about time that the services started living up to the ideals they are supposed to be defending. Jan 11, 2011 8:39 PM
- 37 There's a reason that sexuality has no place in MCDP-1. Any Marine who is incapable of serving his country out of disdain for fellow Marines is unfit to wear the uniform. Jan 11, 2011 6:52 PM
- 38 I have no problem serving with an openly homosexual service member and welcome the opportunity for them to enjoy the same benefits that I have. When we have family days or gatherings I feel bad for service members I know/suspect of being homosexuals and not having loved ones there. It literally sucks to see them trying to have fun without a spouse or support system. As members of the Armed Forces we all have one mission to protect and serve the United States of America and it is long overdue for them to enjoy the same rights civilians have when they are preserving the rights of others that they themselves do not have. Jan 11, 2011 6:17 PM
- 39 About time the United States catches up to the rest of the modern world. This law has been an embarrassment to the nation. Jan 11, 2011 3:05 PM

## APPENDIX L

*There is little hope for us until we become tough-minded enough to break loose from the shackles of prejudice, half-truths, and downright ignorance. The shape of the world today does not permit us the luxury of soft-mindedness. A nation or civilization that continues to produce soft-minded men purchases its own spiritual death on the installment plan.*

Martin Luther King, *Strength to Love* (1963)

*Part of what we need to do is address a number of assertions that have been made for which we have no basis in fact.*

Secretary of Defense, Robert Gates before the Senate Armed Service Committee on February 2, 2010<sup>48</sup>

### Implementation Recommendations

On March 2, 2010, Secretary of Defense Robert Gates appointed General Carter Ham and DOD General Counsel, Mr. Jeh Charles Johnson to complete a comprehensive review of DADT's repeal.<sup>49</sup> The Secretary of Defense also directed that "a plan of action to support the implementation of a repeal of the law" accompany this report.<sup>50</sup> Six primary themes or issues from the report were summarized and survey respondents were asked if they agreed or disagreed with the approach and were given an opportunity to make comments or express concerns. Each of these questions provided respondents the opportunity to provide open-ended responses or comments to explain their answers or provide perspectives. The complete results of the survey, to include these open-ended responses, can be found in Appendices H, I, and J.

Responses to the first four questions of this section of the survey were largely consistent across all three respondent groups. Gay respondents expressed greater support for four of the six aspects of the proposed implementation plan than either Marines or non-Marines. In the remaining two aspects, one that recommended sexual orientation not be included in the Military Equal Opportunity program and one that explained no change could be made to benefits

regarding “committed relationships” as long as the current federal law defining marriage remained in effect, gay service members expressed the least support while Marines expressed the greatest support.

Table 6.1 illustrates that the weighted average of all surveyed populations fall nearly midway between agree to strongly agree that leadership will be the key to implementation of the repeal.

**Table 6.1** The Support Plan for Implementation repeatedly states that the “most critical predictor of successful implementation” of the repeal of DADT will be effective leadership at all levels of the chain of command.

Question: In my opinion, leadership will be critical to successful implementation.

Answer Options (Rating value)	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Rating Average	Response Count
All Marine	5	11	45	86	3.44	147
Non-Marine	3	1	8	21	3.42	33
All Gay	2	4	31	95	3.66	132

The weighted average responses of all surveyed populations agree that "Leadership-Professionalism-Respect" is a sound message to guide implementation. Per table 6.2, a weighted average of 3.53 indicates gay service members are split between "agree" and "strongly agree," while a 2.97 indicates Marines collectively only "agree" with the message.

**Table 6.2** The Support Plan for Implementation recommends that the key message of implementation of the DADT repeal be "Leadership-Professionalism-Respect." More specifically: 1) "Leadership matters most." Leaders at all levels will set the example and demonstrate full commitment to DOD policy. 2) "Focus on professionalism." Service members will be expected to execute their professional obligations and adhere to their oath to support and defend the Constitution. 3) "Promote strength through respect." All service members will be treated with respect; harassment and discrimination will not be tolerated.

Question: In my opinion, this is a solid foundation for an implementation plan.

Answer Options (Rating value)	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Rating Average	Response Count
All Marine	10	19	83	35	2.97	147
Non-Marine	0	5	16	12	3.21	33
All Gay	2	1	54	75	3.53	132

Consistent with the trends established in the previous two questions, Table 6.3 illustrates that gay service members again expressed the greatest confidence in the Pentagon's implementation plan. The weighted average of gay responses fell between agree and strongly agree while the weighted responses of Marines and non-Marines fell in neutral territory between disagree and agree.

Table 6.3 The Support Plan for Implementation recommends that emphasis should focus on "behaviors not attitudes." In other words, implementation "should emphasize that no service member is being asked to change his or her personal beliefs" on DADT or homosexuality but that disrespect, harassment, or discrimination will not be tolerated.						
Answer Options (Rating value)	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Rating Average	Response Count
All Marine	27	35	61	24	2.56	147
Non-Marine	4	15	8	6	2.48	33
All Gay	4	15	63	50	3.20	132

Table 6.4 illustrates the recommendation that sexual orientation not be made an eligible class for the Military Equal Opportunity program garnered the least support among gay service members with a weighted average of 2.36, on the "disagree" side of "neutral." The weighted average of Marine and non-Marine respondents, at 2.87 and 2.79 respectively, nearly reached the "agree" category. This grouping of collective responses is consistent with responses discussed in the "Opinion Regarding DADT" section that showed Marines to be least likely of any respondent group to agree that DADT was discriminatory. (Table 2.2 illustrated a wide difference in perspective as 13.4% of Marine respondents versus 88% of gay service members indicated DADT was discriminatory and was appropriately repealed. Table 2.3 illustrated that Marine respondents collectively believe that DADT had neutral/no impact on justice while gay service

members indicated that DADT had a negative to strongly negative impact on justice).

**Table 6.4. The Support Plan for Implementation recommends that sexual orientation NOT be specified as a class eligible for a Military Equal Opportunity program complaint as are the federally protected classes of race, color, religion, sex, and national origin. Rather, implementation should emphasize that evaluations be based on "only individual merit, fitness, and capability," and that "harassment or abuse based on sexual orientation is unacceptable."**

**Question: In my opinion, NOT considering sexual orientation to be a federally protected class is a workable approach.**

Answer Options (Rating value)	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Rating Average	Response Count
All Marine	16	30	58	43	2.87	147
Non-Marine	6	6	10	11	2.79	33
All Gay	37	31	50	14	2.31	132

With the lowest weighted average (or least agreement) of Marine responses to any aspect of the proposed implementation plan, Table 6.5 illustrates that billeting and living arrangements following repeal is of primary concern of Marines. The weighted average of the responses of gay service members (2.92) indicates their agreement with the proposed approach to billeting and a weighted average of 2.64 for non-Marines illustrates their basic agreement as well. The weighted average of Marine responses (2.20) is there most negative for any aspect of the implementation plan.

Table 6.5: The Support Plan for Implementation recommends that basing berthing or billeting assignments on sexual orientation be prohibited and that any segregation based on sexual orientation be prohibited. However, the plan also recommends that Commanders be given discretion to address privacy concerns on a case by case basis.

Question: Prohibiting use of sexual orientation as a basis for berthing or billeting assignments but allowing Commanders limited discretion is a workable approach.

Answer Options (Rating value)	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Rating Average	Response Count
All Marine	42	35	55	15	2.29	147
Non-Marine	7	5	14	7	2.64	33
All Gay	11	14	81	26	2.92	132

In recognition of federal law, the Support Plan for Implementation proposes that no changes be made to marriage-related benefits at this time. Regardless of the opinion of officials in the Obama Administration, the Department of Defense is not able to provide marriage-related benefits to same sex couples due to the federal law known as the Defense of Marriage Act (DOMA). This law limits federal recognition of marriage to heterosexual unions and limits marriage-related federal benefits to only federally recognized marriages.

This question was included in the survey for completeness sake, and to diffuse the impact of this topic on DADT repeal discussions since additional action by Congress or the courts is necessary to make changes in this area. It is notable that while this is the aspect of the implementation plan with which Marines collectively agree most strongly with a weighted average of 3.21 (the “strongly agree” side of “agree”), it is also the only aspect of the implementation plan with which gay service members collectively disagree, with a weighted average response of 1.95 (Table 6.6). The weighted average of non-Marines falls just on the “agree” side of “neutral” at 2.82. Of all aspects of the proposed plan, Marines most strongly

concur with the aspect of the implementation plan that represents the "status quo" while gay service members most strongly disagree with that same aspect.

**Table 6.6** The Support Plan for Implementation recommends that a new status of "committed relationship" NOT be created at this time so NO changes are recommended to be made to marriage-related benefit eligibility. In short, due to the restrictions of marriage to heterosexual couples by federal law, any service member not in a federally recognized marriage will continue to be considered a "single" service member for benefit eligibility.

**Question:** I agree that no changes should be made to benefits associated with marital status at this time.

Answer Options (Rating value)	Strongly Disagree (1)	Disagree (2)	Agree (3)	Strongly Agree (4)	Rating Average	Response Count
All Marine	14	12	50	71	3.21	147
Non-Marine	5	5	14	9	2.82	33
All Gay	54	38	33	7	1.95	132

The final two questions of the survey were included to prompt respondents to consider how or whether DADT's repeal would challenge their leadership ability or professionalism if they served in a situation where they were the supervisor of, or were supervised by, an openly gay service member. Table 6.7 follows the trends seen throughout the survey, that Marine respondents find open homosexuality more challenging than members of other services, with 10.9% of Marines and 6.1% of non-Marines stating they would seek a transfer if they had an openly homosexual commander. Over 12% fewer Marine (60.5%) than non-Marine (75%) respondents indicated that the sexual orientation of their supervisor would not impact their career decisions or attitude. Not surprisingly, 54.5% of gay service members would welcome the opportunity to support an openly homosexual supervisor or commander, while only 3.4% and 6.1% of Marine and non-Marine respondents respectively would be similarly disposed.

Table 6.7 Once the repeal of DADT is implemented, and if my supervisor/commander were openly homosexual, I would:

Answer Options	All Marine		Non-Marine		All Gay	
	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count
Seek a transfer.	10.9%	16	6.1%	2	0.0%	0
Seek to separate from my service.	2.0%	3	3.0%	1	0.0%	0
Seek advice or counseling to adapt to this situation.	7.5%	11	6.1%	2	0.0%	0
None of the above. The sexual orientation of my supervisor would not impact my career decisions or attitude.	60.5%	89	72.7%	24	44.7%	59
Welcome the opportunity to support a professional and openly homosexual supervisor/commander.	3.4%	5	6.1%	2	54.5%	72
Other (please specify)	15.6%	23	6.1%	2	0.8%	1
<i>Answered question</i>		147		33		132
<i>Skipped question</i>		10		3		34

Table 6.8 indicates that Marine respondents would have less difficulty in supervising an openly homosexual service member than reporting to or being supervised by an openly homosexual service member. This attitude is oddly reminiscent of Admiral Nimitz' 1941 statement that "The policy [of limiting black Sailors to the messman's branch] was instituted in the interest of harmony and efficiency aboard ship after many years of experience" as well as that of General Henry "Hap" Arnold in 1940 that "Negro pilots cannot be used in our present Air Force since this would result in having Negro officers serving over white enlisted men. This would create an impossible social problem."<sup>51</sup>

Never wanting to be outdone, Marine Commandant General Thomas Holcomb made some of the most egregious comments stating that "it would be 'absolutely tragic' if blacks were integrated into the services."<sup>52</sup> In comments to the Navy's General Board in 1941, General

Holcomb stated “Negroes did not have the ‘right’ to demand a place in the corps … If it were a question of having a Marine Corps of 5,000 whites or 250,000 Negroes, I would rather have the whites.” Further, he stated “it is essential that in no case shall there be colored noncommissioned officers senior to white men in the same unit …”<sup>53</sup> “In seeking to maintain segregation, the Navy argued that its “personnel had to live and work under close conditions affording minimal privacy.”<sup>54</sup>

Since earlier questions indicated a belief by approximately 50% of Marine respondents that open homosexuality would degrade unit cohesion, harm mission accomplishment, and warfighting capability, it is only logical that working for or being supervised by the source of such negative consequences would be opposed. The more positive approach to openly homosexual subordinates as shown in Table 6.8 below implies that respect for a leader is more important to Marines than is respect for the lead. This difference could also reflect confidence in the respondent that their leadership can mitigate any flaws to moral character caused by homosexuality in those they lead.

A sharp difference in enthusiasm for leading openly homosexual subordinates between Marine and non-Marine respondents is the most significant result in Table 6.8. Just over 14% of Marine respondents indicated they would welcome the opportunity to lead openly gay subordinates while over 30% of non-Marine respondents and 74.2% of gay service members indicated they would do so. It is also of note that between 70 and 78% of all three respondent groups indicated the sexual orientation of their subordinates would have no impact on their ability to lead or mentor them. Developers of training materials should note that 16.3% of Marine respondents and 12.1% of non-Marines indicated they would need training or support to understand how to effectively lead and mentor openly homosexual subordinates.

Table 6.8 Once the repeal of DADT is implemented, I would: (Check all that apply.)

Answer Options	All Marine		Non- Marine		All Gay	
	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count
Lead/mentor openly homosexual subordinates with difficulty.	12.9%	19	15.2%	5	6.8%	9
Have a moral objection to leading or supervising openly homosexual subordinates.	10.2%	15	3.0%	1	3.8%	5
Need training or support to understand how to mentor or lead openly homosexual subordinates.	16.3%	24	12.1%	4	3.0%	4
None of the above. The sexual orientation of my subordinates would have no impact on my ability to lead or mentor them.	70.1%	103	75.8%	25	78.0%	103
Welcome the opportunity to lead or mentor openly homosexual service members.	14.3%	21	30.3%	10	74.2%	98
Other (please specify)	14.3%	21	9.1%	3	6.1%	8
<i>Answered question</i>		147		33		132
<i>Skipped question</i>		10		3		34

## APPENDIX M

*It is difficult to get a man to understand something when his salary depends on his not understanding it.*

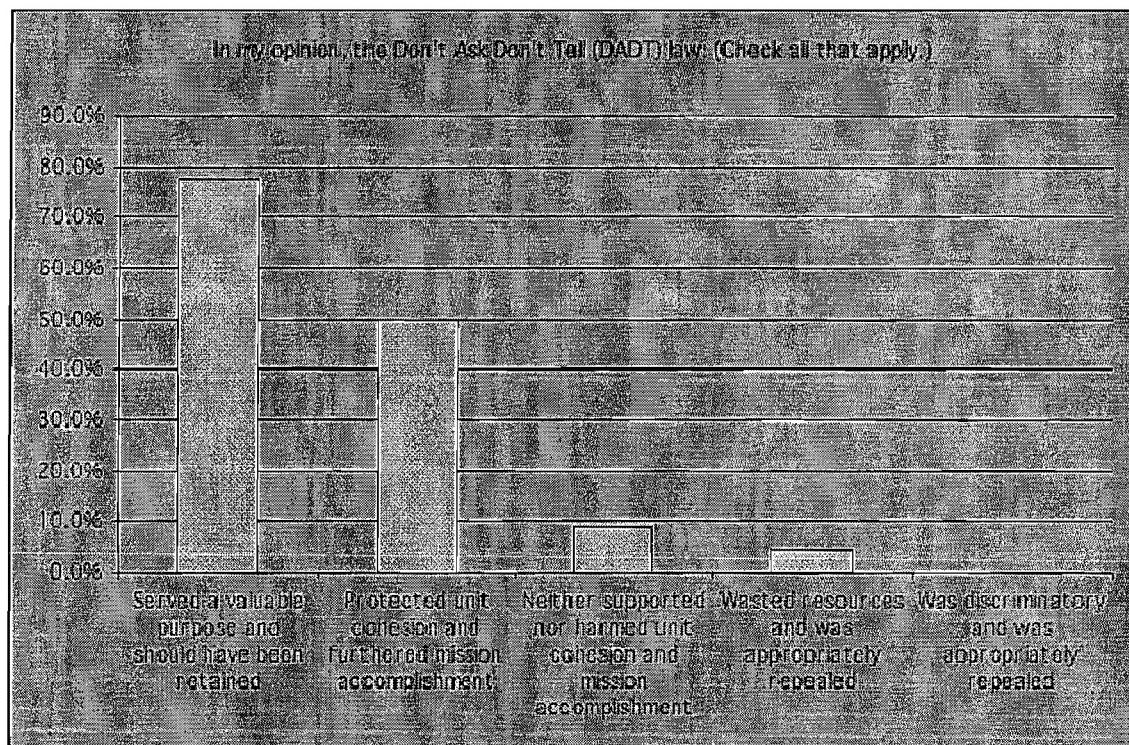
Upton Sinclair, *I, Candidate for Governor: And How I got Licked*

### **MECEP (prior service college students) vs. Midshipmen (college students with no prior service)**

A Marine Officer Instructor (MOI) assigned to an East Coast University suggested that the students in his Reserve Officer Training Corps (ROTC) unit be provided the survey. This ROTC unit is comprised of an approximately equal number of students that have enrolled in ROTC directly from civilian life and students that had been selected for the Marine Enlisted Commissioning Education Program after serving as an enlisted Marine in the Marine Corps after earning a rank between Sergeant and Gunnery Sergeant.

Graph 7.1 and 7.2 illustrate the difference between the "civilian" ROTC students and a combination of the ROTC students with prior Marine Corps service and enlisted Marine respondents of similar rank and age. This MECEP and enlisted Marine group totaled 22 respondents, 10 MECEP students and 12 enlisted Marines under the age of 38. Seventy-seven percent of MECEP students and enlisted Marines believed DADT served a valuable purpose and should have been retained versus only 10 percent of ROTC students with no previous Marine Corps experience. No MECEP students and enlisted Marines believed DADT was discriminatory and appropriately repealed while 30% of other ROTC students did. Less than 5% (one respondent) of MECEP students and enlisted Marines stated DADT wasted resources and was appropriately repealed while 20% (four respondents) of other ROTC students did. Table 7.1 provides the data for these graphs.

Graph 7.1 MECEP (Active duty service members selected to complete a college degree while receiving full pay and benefits)



Graph 7.2 Midshipmen (Non-active duty students with out prior service)

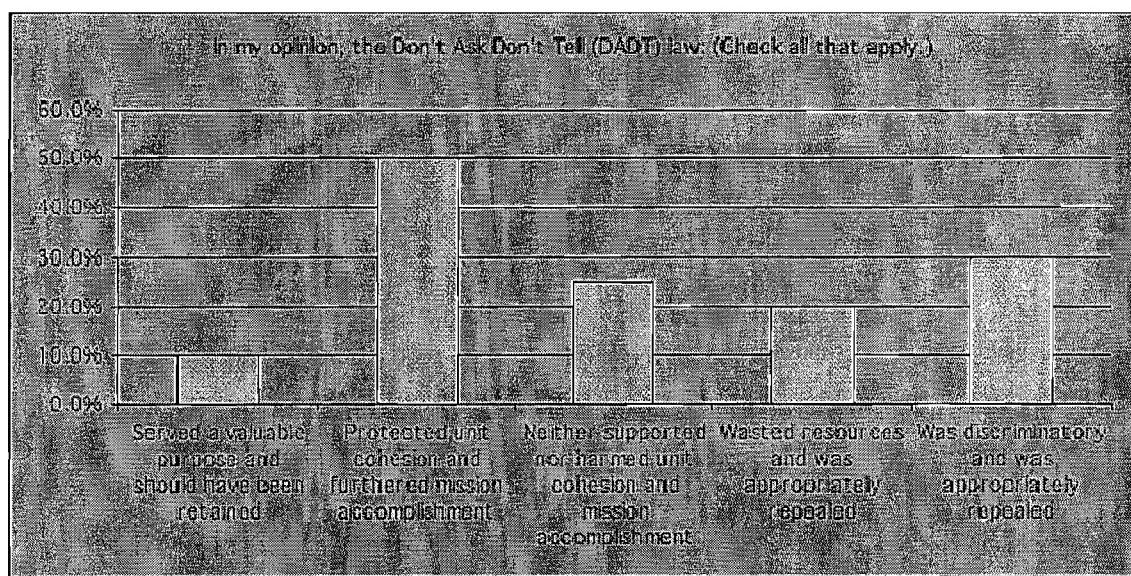


Table 7.1 In my opinion, the Don't Ask Don't Tell (DADT) law. (Check all that apply.)

Answer Options	All Marine		MECEP/E6 & Below		Midshipmen	
	Response Percent	Response Count	Response Percent	Response Count	Response Percent	Response Count
Served a valuable purpose and should have been retained.	52.2%	82	77.3%	17	10.0%	2
Protected unit cohesion and furthered mission accomplishment.	47.1%	74	50.0%	11	50.0%	10
Neither supported nor harmed unit cohesion and mission accomplishment.	23.6%	37	9.1%	2	25.0%	5
Wasted resources and was appropriately repealed.	8.3%	13	4.5%	1	20.0%	4
Was discriminatory and was appropriately repealed.	13.4%	21	0.0%	0	30.0%	6
<i>answered question</i>	157		22		20	
<i>skipped question</i>	0		0		0	

Table 7.2 below shows even greater disparity between MECEP students/enlisted Marines and regular ROTC Students. The absolute difference between MECEP/enlisted Marines and regular ROTC students is greater than a factor of *three*, with 18.2% of MECEP students and enlisted Marines disagreeing with the statement "open homosexuality is incompatible with military service," while 63.2% of regular ROTC students disagreed with this statement. The position of MECEP students and enlisted Marines was even at strong variance with all Marine respondents, of whom 42.1%, or over 2 times more than the MECEP students and enlisted Marines (18.2%) disagreed with the statement "open homosexuality is incompatible with military service."

The small sample size of the midshipman population surveyed makes valid comparisons problematic. However, the significance of the difference is of note and at minimum would

warrant investigation. Based on the stark difference of the MECEP and enlisted Marine population, as compared to the general ROTC population which more nearly resembles that of non-Marine respondents, the author suggests it would be important to answer the question of whether Marine Corps culture is enforcing "group think" among its most junior members. If independent thought is being stifled to the degree indicated by this unrepresentative sample, the "gap" being between civilian and Marine Corps thought that is being inculcated into young Marines does not bode well for future support of the Marine Corps by the general population nor the prevalence of critical thinking among its junior leaders.

**Table 7.2 How much do you disagree or agree with the following:**

In my opinion and irrespective of the repeal of the DADT law, open homosexuality is incompatible with military service.

Respondents	All Marine	MECEP/E6 & Below	Midshipmen			
Answer Options	Response Count	Response Percent	Response Count	Response Percent	Response Count	Response Percent
Strongly Disagree	20	13.2%	1	4.5%	3	15.8%
Disagree	44	28.9%	3	13.6%	9	47.4%
Total Disagree	64	42.1%	4	18.2%	12	63.2%
Agree	34	22.4%	6	27.0%	5	26.3%
Strongly Agree	54	35.5%	12	54.5%	2	10.5%
Total Agree	88	57.9%	18	81.8%	7	36.8%
<i>answered question</i>	152		22		19	
<i>skipped question</i>	5		0		1	

While the sample size in this survey was not large enough to be reliable, the MECEP vs. Midshipman section of this paper highlights possible negative consequences of 17 years of openly expressed prejudice against gay service members on the culture of the Marine Corps. Research conducted to complete this paper and the statements of General Shalikashvili and

General Amos acknowledge that there is no empirical or scientific evidence to support the gay exclusion. However, the regular expression of pejorative comments regarding gay service members, left unchallenged in the “echo chamber” of DADT inspired ignorance and paranoia that prevented gay people from defending themselves, has undoubtedly had an impact on Marine Corps culture. Again, with a caveat that additional research is required to test the validity of the MECEP vs. Midshipmen results, the pervasive effect of prejudice embodied in Marine Corps culture upon young Marines as shown by the survey results of the subject section is startling.

APPENDIX N  
Subject for Additional Study: Civilian Control of the Military

*Nothing in the world is more dangerous than sincere ignorance and conscientious stupidity.*

Martin Luther King, *Strength to Love* (1963) Ch. 4

### Civilian Control of the Military

The survey which is the basis of this document provided multiple opportunities for respondents to provide comments, opinions and expound upon responses. A surprising and recurrent theme running throughout these comments was a strong disdain for civilian opinion and the direction provided by civilian leadership. Strong and recurring comments asserted that the opinions and desires of civilians were not relevant and should have no role in policymaking. The author found not only this sentiment, but also the vehemence of it surprising.

The most basic concept of U.S. military command and control is the constitutional framework that established civilian control of the U.S. military. This is the most basic and inviolable constitutional principle that separates the U.S. from unfortunately governed countries around the globe. U.S. service members serve the American public. Taxes paid by the American people support the Department of Defense. The American people, through national elections, give the President the authority to exercise control of and lead the armed services. It is unseemly and self-defeating for service members to develop a culture of disdain for the civilians whom they serve.

Today's Marines would be well served to remember the words of Lieutenant General "Brute" Krulak, who stated "[I]n terms of cold mechanical logic, America does not *need* a Marine Corps. However, for good reasons which completely transcend cold logic, the United States *wants* a Marine Corps" (emphasis in original). Lt. General Krulak also argues that

America believes in a Corps that “converts unoriented youths into proud, self-reliant stable citizens—citizens into whose hands the nation’s affairs may be safely entrusted.”<sup>55</sup>

While it would certainly be disingenuous and presumptive to suggest that Lt. General Krulak would support inclusion of open homosexuals in the Marine Corps, the broader meaning of his words are still instructive. America wants a Marine Corps that not only reflects its values and its sense of justice and opportunity, but also a Marine Corps that challenges all Americans to more fully embrace the true meaning the oath every Marine swears: “to protect and defend the Constitution of the United States of America” and “bear true allegiance to the same.” It is at the peril of the Corps that Marines persist with a belief that “the American people don’t get it,” presume continued existence of the Marine Corps is sacrosanct, and presume that the opinion of the American people as expressed through national elections can be dismissed with disdain.

The comments made by respondents can be found Appendices H, I, and J.

## APPENDIX O

*So it is said that if you know others and know yourself, you will not be imperiled in a hundred battles.*

Sun Tzu- Art of War<sup>56</sup>

### **Area for Additional Study**

1. What is the impact of Marine Corps culture on tolerance and open-mindedness? The sampled populations utilized in this study are too small to provide definitive results, but the question is raised as warranting further study. The strongly contrasting views of ROTC students entering college from the civilian world and MECEP students enrolled in post-secondary education after serving in the Marine Corps were one of the most surprising results of this study. While sample size limits validity and generalizations, future research that would explore the differing characteristics between these groups and that would explain the discrepancy would be valuable.
2. Is an insular Marine Corps culture and the nature of an all-volunteer force promoting increased isolation of military personnel and their families from the U.S. public? Is this isolation contributing to increased disregard for subordination to elected representatives and civilian appointees among military members? Appendix K attempts an initial discussion of this topic and the open-ended survey responses found in Appendices H, I, and J provide ample evidence of disregard for civilian control of the military. This discord has long existed in civil-military affairs, but is the discord (or disconnect) stable or is trending in a positive or negative direction? At minimum, the evidence from the open-ended responses of this survey suggest that all professional Marine Corps schools should emphasize the Constitutional principle of civilian control of the military in their curricula.

3. Further examine and apply statistical method to the results of the survey data. In particular, the data from the relatively homogenous populations of CSC and EWS should be segregated from all other survey data and analyzed to explore differences based on age, rank, MOS and sex. This could not only be valuable in the current transition, but also for historical purposes.

## ENDNOTES

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<sup>1</sup> Text of H.R. 2965, signed on December 22, 2010 by President Barack H. Obama to become Public Law 111-321. <http://thomas.loc.gov/cgi-bin/query/D?c111:7::temp/~c111MUL1R3::> (accessed March 6, 2011).

<sup>2</sup> United States Marine Corps, “Repeal of Don’t Ask, Don’t Tell Policy”, ALMAR 047/10, December 23, 2010. <http://www.usmc.mil/news/messages/Pages/ALMAR047-10.aspx> (accessed March 1, 2011).

<sup>3</sup> United States Marine Corps, “Execution Guidance For Repeal of Don’t Ask, Don’t Tell” MARADMIN 108/11, February 16, 2010 <http://www.marines.mil/news/messages/Pages/MARADMIN108-11.aspx/> (accessed March 4, 2011) and “Reporting Instructions for Repeal of Don’t Ask Don’t Tell”, MARADMIN 143/11, March 3, 2011. <http://www.usmc.mil/news/messages/Pages/MARADMIN143-11.aspx> (accessed March 4, 2011).

<sup>4</sup> President Barack H. Obama, State of the Union Address, delivered to a Joint Session of the 111<sup>th</sup> Congress, January 27, 2010. <http://www.whitehouse.gov/the-press-office/remarks-president-state-union-address> (accessed March 4, 2011).

<sup>5</sup> Department of Defense, *Report of the Comprehensive Review of the Issues Associated with a Repeal of “Don’t Ask, Don’t Tell”* (Department of Defense, Washington, D.C., November 30, 2010). 1, 3.

<sup>6</sup> Department of Defense, *Report of the Comprehensive Review*, (November 30, 2010), 27..

<sup>7</sup> Johnny L. Barnes, “‘Don’t Ask, Don’t Tell’ A Costly and Wasteful Choice” (master’s thesis, Naval Postgraduate School, 2004). 14-16.

<sup>8</sup> Elizabeth Knowles, ed. *The Oxford Dictionary of Phrases, Sayings and Quotations* (Oxford, New York: Oxford University Press, 1997). 28.

<sup>9</sup> National Defense Research Institute, *Sexual Orientation and U.S. Military Personnel Policy*, (1993). 3.

<sup>10</sup> Nathaniel Frank, *Unfriendly Fire*. (Thomas Dunne Books, New York, 2009). 2-3.

<sup>11</sup> Jack Drescher, “Queer Diagnoses: Parallels and Contrasts in the History of Homosexuality, Gender Variance, and the ‘Diagnostic and Statistical Manual.’” *Archives of Sexual Behavior*, 39, no 2, 2009: 435. <https://springerlink3.metapress.com> (accessed March 2, 2011).

<sup>12</sup> APA Task Force on Appropriate Therapeutic responses to Sexual Orientation, *Report of the Task Force on Appropriate Therapeutic Responses to Sexual Orientation*. (Washington, D.C., American Psychological Association, August 2009). 11. [www.apa.org/pi/lgbt/publications/](http://www.apa.org/pi/lgbt/publications/) (accessed April 6, 2011).

<sup>13</sup> American Psychiatric Association, *Homosexuality and Civil Rights Position Statement*, December, 1973. <http://www.psych.org/Departments/EDU/Library/APAOOfficialDocumentsandRelated/PositionStatements/197310.aspx> (accessed April 6, 2011).

<sup>14</sup> APA Task Force on Appropriate Therapeutic responses to Sexual Orientation, *Report of the Task Force*, (2009): 11. [www.apa.org/pi/lgbt/publications](http://www.apa.org/pi/lgbt/publications/) (accessed April 6, 2011)

<sup>15</sup> Frank, *Unfriendly Fire*, (2009). 8-10.

<sup>16</sup> Frank, *Unfriendly Fire*, (2009). 10; National Defense Research Institute, *Sexual Orientation and U.S. Military Personnel Policy*, (1993). 7, 10.

<sup>17</sup> Ted Kennedy, “Additional Views of Mr. Kennedy.” Excerpted from the Senate Debate regarding the National Defense Authorization Act for Fiscal Year 1994. (*Congressional Record*; daily ed. September 9, 1993). S11194. <http://dont.stanford.edu/hearings/hearings.htm> (accessed March 4, 2011).

<sup>18</sup> Department of Defense, *Report of the Comprehensive Review*, (November 30, 2010). 21.

<sup>19</sup> Public Law 103-160 – Nov. 30, 1993 – § 546, 107 Stat. 1670 (1993) (codified at 10 U.S.C. A. § 654). <http://www.law.georgetown.edu/solomon/background.html> (accessed March 4, 2011).

<sup>20</sup> Kennedy, “Additional Views of Mr. Kennedy,” (September 9, 1993). S11194.

<sup>21</sup> Om Prakash, “The Efficacy of “Don’t Ask, Don’t Tell”, *Joint Forces Quarterly* / issue 55, 4<sup>th</sup> Quarter 2009. 89.

<sup>22</sup> Aaron Belkin, “‘Don’t Ask, Don’t Tell’: Is the Gay Ban Based on Military Necessity?” *Parameters*, Summer 2003. 117.

<sup>23</sup> National Defense Research Institute, *Sexual Orientation and U.S. Military Personnel Policy*, (1993). 29; Prakash, “The Efficacy of “Don’t Ask, Don’t Tell”, (2009). 90-91; Lawrence J. Korb, Ph.D., Sean Duggan, and Laura Conley, *Why Repeal “Don’t Ask, Don’t Tell”?*, Center for American Progress, November 22, 2010, PublicSquare.Net. <http://publicsquare.net/repeal-dont-ask-dont-tell> (accessed March 4, 2011).

<sup>24</sup> Frank, *Unfriendly Fire*, (2009). 113-115.

<sup>25</sup> Kennedy, “Additional Views of Mr. Kennedy,” (1993). S11196-S11198.

<sup>26</sup> Belkin, “Is the Gay Ban Based on Military Necessity?” (2003). 117.

<sup>27</sup> National Defense Research Institute, *Sexual Orientation and U.S. Military Personnel Policy*, (1993). 338-341.

<sup>28</sup> Department of Defense, *Report of the Comprehensive Review*, (November 30, 2010). 26-27.

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<sup>31</sup> John M. Shalikashvili “Gays in the Military: Let the Evidence Speak”, *Washington Post*. <http://www.washingtonpost.com/wp-dyn/content/article/2009/06/18/AR2009061803497.html> (accessed March 14, 2011). Others also echo this claim. See Tammy S. Schultz, “Why are the Marines the Military’s Biggest Backers of ‘Don’t Ask, Don’t Tell?’” *The Washington Post*, November 22, 2010.

<sup>32</sup> Kevin Baron, “Marine Commandant concluded DADT repeal may risk lives,” *Stars and Stripes* (14 December 2010). (Accessed 2 March 2011, <http://www.freerepublic.com/f-news/2642976/posts>)

<sup>33</sup> Lawrence J. Korb, Ph.D., Sean Duggan, and Laura Conley, “*Don’t Ask, Don’t Tell*”: *Support for Repeal from Conservatives*, Center for American Progress, November 22, 2010.

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<sup>34</sup> Belkin, “Is the Gay Ban Based on Military Necessity?” (2003). 118.

<sup>35</sup> Martin Luther King Jr., “Letter From Birmingham City Jail,” *A Testament of Hope, The Essential writings of Martin Luther King, Jr.*, ed. James M. Washington, 1<sup>st</sup> Edition. (San Francisco, Harper & Row Publishers, 1986). 293.

<sup>36</sup> Martin Luther King Jr., “The Strength to Love”, *The Essential writings of Martin Luther King* (1986). 493.

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<sup>37</sup> Martin Luther King Jr., “Stride Toward Freedom, The Montgomery Story”, *The Essential Writings of Martin Luther King* (1986). 429.

<sup>38</sup> Senate Committee on Armed Services, *Department of Defense Authorization for Appropriations for Fiscal Year 2011, and to receive Testimony Relating to the “Don’t Ask, Don’t Tell” Policy: Hearing before the Committee on Armed Services*, 111<sup>th</sup> Congress, 2<sup>nd</sup> sess., February 2, 2010. 64.

<sup>39</sup> Martin Luther King Jr., “Stride Toward Freedom, The Montgomery Story”, *The Essential Writings of Martin Luther King* (1986).

<sup>40</sup> The Comprehensive Review of DADT repeal conducted by DOD found similar phenomena, to include in front-line combat units. See Department of Defense, *Report of the Comprehensive Review of the Issues Associated with a Repeal of “Don’t Ask, Don’t Tell”* (Department of Defense, Washington, D.C., November 30, 2010), 4-7.

<sup>41</sup> Kennedy, “Additional Views of Mr. Kennedy,” (1993). S11194.

<sup>42</sup> Department of Defense, *Report of the Comprehensive Review*, November 30, 2010. 8.

<sup>43</sup> Columbia Law School, Sexuality & Gender law Clinic, *Open Service and Our Allies: A Report on the Inclusion of Openly Gay and Lesbian Servicemembers in U.S. Allies’ Armed Forces*. (Columbia Law School, May 2010). 8-10, 12-14. [http://www.law.columbia.edu/media\\_inquiries/news\\_events/2010/May2010/gays-military](http://www.law.columbia.edu/media_inquiries/news_events/2010/May2010/gays-military) (accessed April 9, 2011).

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<sup>45</sup> Department of Defense, *Report of the Comprehensive Review*, November 30, 2010. 181-196.

<sup>46</sup> Senate Committee on Armed Services, *Hearing to Continue to Receive Testimony on the Report of the Department of Defense Working Group that Conducted a Comprehensive Review of the Issues Associated with a Repeal of Section 654 of Title 10, United States Code, “Policy Concerning homosexuality in the Armed Forces,” Hearing before the Committee on Armed Services*, 111<sup>th</sup> Congress, 2<sup>nd</sup> sess., December 3, 2010. 9.

<sup>47</sup> General James Amos, *Statement on the Repeal of Title 10, U.S. Code 654 “Policy Concerning Homosexuality in the United States Armed Forces” (Don’t Ask Don’t Tell)*. Headquarters Marine Corps, December 19, 2010. <http://www.marines.mil/community/Documents/MarineCorpsConnection/email%201-7-11/index.html> (accessed April 24, 2011).

<sup>48</sup> Senate Committee on Armed Services, *Department of Defense Authorization for Appropriations for Fiscal Year 2011*, (February 2, 2010). 69.

<sup>49</sup> Department of Defense, *Report of the Comprehensive Review*, November 30, 2010. 1.

<sup>50</sup> Department of Defense, “Support Plan for Implementation,” *Report of the Comprehensive Review of the Issues Associated with a Repeal of “Don’t Ask, Don’t Tell.”* U.S. Department of Defense, November 30, 2010. 1.

<sup>51</sup> Erin R. Hahan, “racial Integration of the Armed Forces: Information Paper for Considering Open Service Policy,” August 9, 2010, 7, quoted in Department of Defense, *Report of the Comprehensive Review*, November 30, 2010. 81-82.

<sup>52</sup> Randy Shilts, *Conduct Unbecoming: Gays and Lesbians in the U.S. Military*. (New York: St. Martins Press 2005). 187-189.

<sup>53</sup> Morris J. MacGregor, Jr. “Integration of the Armed Forces, 1940-1965,” *Defense Studies Series*, Defense Historical Studies Committee, Washington, D.C., April 6, 1979.

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<sup>54</sup> Shilts, *Conduct Unbecoming* (2005). 188.

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<sup>55</sup>Victor H. Krulak, *First to Fight: An Inside View of the U.S. Marine Corps.* (Annapolis, Maryland: Bluejacket Books, Naval Institute Press, 1999). xv.

<sup>56</sup>Sun Tzu, *The Art of War*, trans. Thomas Cleary. (Boston & London, Shambhala, 1988), 82.

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